

AGENDA
IN-HOUSE BENEFITS COUNSEL NETWORK (IBCN)
INAUGURAL NATIONAL MEETING
Washington, D.C., October 5/6, 2010

October 5, 2010

6:30- ? PM **Networking Dinner - Johnny's Half-Shell**
400 N. Capitol Street NW

October 6, 2010

8:30 – 9:00 AM **Registration - Office of Washington Gas**
101 Constitution Ave. NW

9:00 - 9:15 AM **Opening remarks** (*Gordon Klepper, Marriott*)

9:15 - 9:45 AM **Near-Term Impacts of Health Care Reform Legislation on Employers** (*Bob Seng, Target*)

This session will lay a foundation for sessions throughout the day by highlighting some of the more significant design, administration and operational challenges for employers in implementing health care reform.

9:45 - 10:15 AM **Plenary Session: Health Care Reform Guidance**
(*Helen Morrison, Treasury Department***)

Led by a government official, this session will provide insight on issues and forthcoming guidance on the major new health care legislation. The session will be tailored to the types of employers represented by our conference attendees.

10:15 - 10:30 AM **Networking Break**

10:30 - 11:45 AM **Break-out Sessions** (*Choose one session*)

Session A – Prognosis for Health Care Reform
(*Chris Keller, Groom Law Group; Helen Morrison, Treasury**; Bob Seng, Target*)

This session is for attendees who wish to have a deeper discussion of practical issues arising under the new health care law. The experts will engage attendees in a working group format.

Session B – Current Issues in Executive Compensation

*(Stephen Tackney, IRS**; Dan Hogans, Morgan, Lewis & Bockius; Alex Lifson, Covidien; J.B. Robinson, Tyco Electronics; Gordon Klepper, Marriott)*

Expert panel will discuss current challenges and expected guidance in areas of significant activity, including section 457A and section 409A, among others. Attendee participation encouraged.

11:45 - 2:00 PM

Lunch / Networking – Charlie Palmer Restaurant (same building)

2:00 – 3:00 PM

Qualified Plan Corrections: Filling the Gaps and Loopholes

*(Wil Laird, IRS**; David Rosner, Morgan, Lewis & Bockius; Maureen O'Brien, McDermott Will and Emery LLP; Linda Way-Smith, Constellation Energy)*

This session is devoted to examining common but difficult plan failures that do not have explicit correction methods under EPCRS. After a brief overview of the EPCRS program, panelists will weigh in on the correction opportunities and pitfalls presented in a series of hypothetical situations based on real plan crises. Attendee participation encouraged.

3:00 – 3:45 PM

Break-Out Sessions – Choose one session

Session A – Fiduciary Governance Issues

(Maya Crone, Freddie Mac; Khalif Ford, Nationwide Insurance)

This session will be designed to address issues that can arise for in-house counsel with respect to governance of employee plans. Attendees will share information about the practical methods they use to help their organizations meet their fiduciary obligations. Current developments will be addressed.

Session B – Employment Tax Audits

(Paul Coughlin, Dell)

In this session, one of our own IBCN members will share details of the scope and complexity of examination under the IRS' employment tax audit program, including the nature and sophistication of IDRs issued, and areas targeted.

3:45- 4:00 PM

Networking Break

4:00 – 5:00 PM

Roundtable Discussion:

Important Issues for In-House Benefits Counsel

(Moderated by Derek Windham, DelMonte; [other IBCN members])

All attendees will gather to share experiences on a number of practical topics including but not limited to:

- How do you structure fee arrangements for outside counsel, including alternative fee arrangements?
- How does your organization's governance structure impact your practice?
- How do you train internal clients, and what is the impact of turnover?
- What methods do you use to organize and share documents with clients and vendors?
- How do you handle vendor contracts, and what issues arise?
- How does your organization deliver employee benefits advice – tax department, law department, both, how many professionals, etc.?
- How do you assert attorney-client privilege?

5:00 -5:15 PM

Concluding Remarks

(Gordon Klepper, Marriott)

** Although we aim to keep to the preliminary agenda as closely as possible, some adjustments may be necessary. For example, the exact times and order of the sessions may need to be updated to accommodate speakers.*

*** The government officials listed above have indicated their intention to participate, but due to their job duties, we cannot guarantee their attendance. In the unlikely event of a cancellation, either another government official or a law firm expert will substitute.*