NEW TOOLS

2015 NCCMP ANNUAL CONFERENCE

Co-sponsored by
The NCCMP Research and Education Corporation, Inc.

October 5–7, 2015
Diplomat Resort and Spa, Hollywood, Florida
New Tools

It is my pleasure to welcome you to the 2015 Annual NCCMP Conference. Since we were last here to discuss the challenges faced by our plans and their participants much has happened. Most importantly, our efforts to enact legislation to provide new tools for trustees of plans headed for insolvency to avoid that fate and provide better long-term benefits than they would receive if their plans were to fail, were successful with the passage of the Multiemployer Pension Reform Act (MPRA) of 2014. While the last thing any Board of trustees wants to do is reduce benefits earned over a lifetime of toil, it is no longer necessary for plans that could survive to be forced to sit idly by while they preside over a wasting trust until the plan (and quite likely the PBGC as well) become insolvent. MPRA has given the vast majority of these at-risk plans and, more importantly, their participants, a lifeline.

Just as it is important for anyone to learn the safe and proper way to use any new tools, it is essential that we learn as much as possible about the MPRA tools and the proper way to use them. While the rules under which MPRA is implemented are being developed and formally adopted, we will continue to work with the agencies with jurisdiction to ensure that those rules appropriately reflect Congressional intent to make these tools accessible, equitable and workable. We are pleased to welcome representatives of each of those agencies to our conference, and for the opportunity for us all to engage in the kind of dialogue that will facilitate that process.

While we focus on MPRA, we must not lose sight of the remaining aspect of our comprehensive reform efforts. If our plans are to succeed in the long-run, they must be responsive to addressing the current obstacles that have encouraged employers to withdraw from our defined benefit plans and prevent new employers from participating.

New, flexible plan designs that preserve workers’ lifetime income security without jeopardizing the financial viability of our contributing employers are essential to enabling our plans to successfully take the next step on the evolutionary ladder. We will also be focusing on the best way to accomplish these objectives by working with Congress to pass legislation providing the remaining new tools to enable our plans to adopt new flexible plan designs including composite plans.

In addition to focusing on improving pension security, the NCCMP has remained diligent in its work to represent our health plans as the Affordable Care Act moves toward full implementation. The temporary reinsurance fee, excise tax, and employer reporting offers of coverage are all matters in which we are fully engaged.

We wish you a enjoyable and productive conference.

Fraternally,

Sean McGarvey
Chairman | Board of Directors | NCCMP
Focus On The Future

Adding my words of welcome to those of Chairman McGarvey, we are pleased that you have chosen to take time from your busy schedules to be here with us this week.

Once again we have much to consider and much to learn. We will have an opportunity to learn from those who are crafting the regulations under which our health and pension plans will operate as the future we talk about so often becomes the present. In addition, we will learn from each other as those among us who are taking the first steps onto uncharted ground share their experiences. While we engage in those discussions we will also be building and strengthening networks of colleagues to whom we can turn for advice when we, too, start across that same ground.

Our theme this year is “New Tools.” We have often characterized our efforts to get the relief contained in MPRA as voluntary new tools from which troubled plans can draw to address the specific problems of their plan, their industry or their areas; any one or more of which have created the unsustainable situation in which they find their plans today. As we move forward with our legislative efforts to secure new plan designs, these too, will add to the tool box so the bargaining parties and plan fiduciaries across the multiemployer universe can find just the right combination of tools to get the job of ensuring retirement security for their participants done.

The NCCMP is truly YOUR organization. We appreciate your support on all levels; as volunteers, as colleagues and friends; making grass roots contacts with your elected Congressmen and Senators; and financially through your membership dues. The successes the organization has achieved to date and those it will in the future have been and will continue to be contingent on your active involvement and support.

We are pleased to welcome you back to this beautiful facility once again. You have told us this is a place where you are comfortable; that is feels like home and we hope you can enjoy its many amenities. We welcome your comments on all aspects of the conference – from the venue to the program to your creature comforts – please do not hesitate to let one of our staff know how we can improve your experience.

Sincerely,

Randy G. DeFrehn
Executive Director | NCCMP
New Tools for Retirement Security

This year’s Saturday Seminar will focus on the New Tools for retirement security embodied in the Multiemployer Pension Plan Reform Act (MPRA) enacted last December and those relating to new plan designs currently under debate in Congress.

MPRA

The trustees of deeply troubled multiemployer plans were given valuable new tools in MPRA that will enable plans that would otherwise become insolvent to intervene early if, and only if, such intervention will allow the plan to remain solvent in the long-run. Additionally, benefit reductions must be sufficient to, but no greater than necessary to achieve solvency. In all cases, the participants’ benefits must be higher after the reductions than they would otherwise have been from the PBGC multiemployer guaranty fund, had the plan exhausted its assets and become insolvent.

While these concepts are relatively simple, the rules under which they are implemented are anything but. In the first part of this year’s seminar we will examine those rules and engage in a roundtable discussion of the practical issues plans are encountering as they attempt to use them.

The session will draw upon the experience of plan settlers, trustees and professional advisors as they and you discuss how best to use these new tools.

New Plan Designs

The remaining element of the comprehensive multiemployer pension plan reform recommendations of the Retirement Security Review Commission involves new plan design. Composite plans are a form of new plan that are designed to preserve and enhance long-term, regular monthly retirement income security, while removing the obstacles to participation by existing or new contributing employers. The second part of this session will explore what the composite plan entails, what are its advantages, what protections are ensured for legacy defined benefit plans and the status of the legislative efforts to enact this new feature.
Our objective is to engage everyone in this discussion, we are fortunate to have among us a number of trustees and professional advisors of plans that have begun or are actively contemplating use of the new tools to share their experience, thoughts and perspectives to facilitate our discussion. These include:

**RESOURCE DISCUSSANTS:**

Christopher Brockmeyer  
Director, Employee Benefit Funds  
The Broadway League, Inc.  
Board of Directors  
NCCMP  

Joyce Mader  
Partner  
O’Donoghue and O’Donoghue, LLP  

Peter Rosene  
Shareholder  
Leonard, O’Brien, Gale & Sayre, Ltd.  

Senior Vice President and Actuary, Regional Manager  
Segal Consulting  

Constance Markakis  
Assistant General Counsel  
Office of the General Counsel  
Pension Benefit Guaranty Corporation  

Jason Russell, F.S.A., M.A.A.A., EA  
Consulting Actuary  
Horizon Actuarial Services, LLC  

Chris Heinz  
Principal  
Grossman Heinz  

Sanford Rich  
Chief of Negotiations and Restructuring  
Pension Benefit Guaranty Corporation  

Joseph Sellers, Jr.  
General President  
International Association of Sheet Metal, Air, Rail and Transportation Workers  
Board of Directors  
NCCMP  

Melissa Conklin Kolle  
Senior Consultant  
Buck Consulting  

John F. Ring  
Partner  
Morgan Lewis Bockius  

Josh Shapiro, F.S.A., M.A.A.A., E.A.  
Senior Actuarial Advisor  
Groom Law Group, Chartered  

**MODERATOR:**

Joseph LoCicero, F.C.A., M.A.A.A., E.A.  
President and CEO  
The Segal Group
Annual NCCMP Charity Golf Outing
Benefiting the NCCMP Research and Education Corporation, Inc.
The Club at Emerald Hills

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<tr>
<td>8:00 am</td>
<td>Registration and Continental Breakfast The Club at Emerald Hills</td>
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<tr>
<td>9:00 am</td>
<td>Shotgun Start</td>
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Golf Sponsorships
- Segal Group
- Sheet Metal & Air Condition Contractor's National Association
- K&R Promotional Products
- Amplifon Hearing Health Care
- Cement Masons Local #400
- Kaiser Permanente
- MassMutual Financial Group
- Meketa Investment Group
- Roofers & Waterproofers
- Weinberg, Roger & Rosenfeld
- Wells Fargo Asset Management

Conference Registration
- 2:00 pm – 8:00 pm
  - Hotel Lobby

Welcoming Reception
Pirates of the Caribbean
- 6:30 pm – 9:30 pm
  - Suggested Attire – Dressy Casual
  - South Palm Court
We are pleased to welcome each of you to the NCCMP Annual Conference for 2015! We hope that your experience at the Diplomat Resort and Spa will be both professionally rewarding and personally enjoyable.

We want to take this opportunity to say thank you for attending and, a special thank you to our members, without whose support the NCCMP would not exist.

Still not a member? That’s easily fixed! Just complete the application form you will find in your registration package and drop it off with me, or send it to the office at the address shown on the application. The dues categories and related fees are also contained in your bag. Remember, we all need to do our fair share to make sure the organization can continue to represent the interests of the multiemployer community.

Have a great conference!

Cordially,

Margaret M. Tobin
Membership Services Coordinator

7:00 am – 8:00 pm Buffet Breakfast

8:00 am Opening Ceremony

8:10 am Welcome and Introduction of Special Guests
8:20 am  
Grand Ballroom West

WELCOME TO THE 2015 NCCMP ANNUAL CONFERENCE:
“New Tools”

Eric Dean  
General President  
International Union of Bridge, Structural, Ornamental and Reinforcing Iron Workers  
Secretary  
Board of Directors  
NCCMP

8:35 am  
Life Under MPRA  
Grand Ballroom West

An Overview of MPRA

MODERATOR:

Joseph LoCicero  
President and CEO  
Segal Consulting

Evolving Guidance  
Grand Ballroom West

Evolving Guidance

PRESENTERS:

Mark Iwry  
Senior Advisor to the Secretary of the Treasury  
Deputy Assistant Secretary (Retirement and Health Policy)  
U.S. Department of the Treasury

Sanford Rich  
Chief of Negotiations and Restructuring  
Pension Benefit Guaranty Corporation

The agencies charged with the process of developing guidance on how the new tools made available under MPRA have been deeply involved in drafting regulations to implement the law in a manner that is consistent with the statute and Congressional intent. This process has included appointment of a Special Master, promulgation of temporary and proposed regulations by Treasury and the PBGC and conducting a public hearing on those regulations.

This session is designed to learn about those efforts.
Plan Experience

While no plans have completed the process made available pursuant to MPRA, many have begun to assess its implications for their participants and what modifications may be necessary to meet the law’s requirements.

This session is intended to for you to share the experiences of those who have begun the process; hear what questions they have confronted and what others may expect from a variety of perspectives: trustees, administrators, actuaries and the pensioner representative.

PANELISTS:

Harold Cooper
Vice President and Actuary
Segal Consulting

Josh Shapiro
Senior Actuarial Advisor
Groom Law Group, Chartered

Kevin McCaffrey
President
International Brotherhood of Teamsters Local 707

Peter Rosene
Shareholder
Leonard, O’Brien, Spencer, Gale and Sayre, Ltd.

The Effects of Market Volatility and Zone Status Projections

The recent market correction and increasing capital markets volatility are a cause for concern for both plan fiduciaries and participants. They serve as a very real reminder that long-term forecasts are premised on the best available information, but even the using the best available forecasting techniques, unpredictable external forces make periodic adjustments a necessary fact of life. This session will look at what the recent market corrections may mean and examine how market volatility can influence both current zone status and long-term solvency projections.
PRESENTER:

Daniel Westerheide  
Senior Vice President  
Rogerscasey

MODERATOR:

Lorraine Lewis  
Executive Director  
United Mine Workers  
Health and Retirement Funds

11:00 am – 12:00 noon  
Flexibile / Shared Risk Models  
Grand Ballroom West

Growing Prevalence – an International Perspective

A variety of successful alternative models to the traditional defined benefit plan have evolved with the objective of continuing the provision of lifetime retirement income. This session will examine such models as they have evolved among multiemployer and corporate plans in the EU, Canada and the U.S.

PANELISTS:

Francesco Briganti  
Director  
European Association of Paritarian Institutions (AEIP)

Matti Leppälä  
Secretary General/CEO  
PensionsEurope

Michael Mazzuca  
Partner  
Koskie Minsky LLP  
Board of Directors  
Multiemployer Benefits Counsel of Canada (MEBCO)

Joseph Sellers, Jr.  
General President  
International Association of Sheet Metal, Air, Rail and Transportation Workers  
Board of Directors  
NCCMP

MODERATOR:

Marc LeBlanc  
Retired Fund Administrator / General Counsel  
Sheet Metal Workers National Benefit Funds

Monday, October 5, 2015
Unfinished business — Composite Plans

The remaining aspect of our comprehensive reform initiative involves the enactment of new flexible plan designs as an alternative to individual account defined contribution plans for those industries and employers who are no longer willing to continue to participate in our traditional defined benefit plans.

The Composite plan is designed to meet the need for this next step in the evolution of multiemployer plans.

The panel will discuss composite plan as a means to preserve the current plans and offer a way to expand coverage by eliminating current incentives for employers to exit the system. It will also touch on the protections for legacy plans to ensure that benefits earned are fully funded and explain the status of our current legislative initiative, including potential obstacles to its enactment.

PANELISTS:

John “Rocky” Miller
Partner
Cox, Castle and Nicholson LLP
Board of Directors
NCCMP

Charles Storke
Director
Trucker Huss APC

Chris Heinz
Principal
Grossman Heinz

Moderator:

John McNerney
General Counsel
Mechanical Contractors Association of America

1:00 pm – 2:30 pm  Lunch  Open
2:30 pm – 3:45 pm  
Optional Concurrent Workshops:

The Role of Supplemental Defined Contribution Plans in Structuring Retirement Income.
Conference Room 307

**PRESENTER:**

**Larry McGann**  
General Secretary-Treasurer  
*International Union of Elevator Constructors*

**MODERATOR:**

**David Brenner**  
Senior Vice President  
*Segal Group*

This session will look at important role played by DC plans in supplementing DB plans and other sources of retirement income. Plan design considerations including: compliance issues, limiting “leakage,” distribution options including maximizing the account balances role as part of a lifetime income stream.

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A Pension Compliance Review  
Grand Ballroom West

**PRESENTER:**

**Joyce Mader**  
Partner  
*O’Donoghue and O’Donoghue LLP*

**MODERATOR:**

**Madeleine Fallon**  
Co-Chair  
*Equity - League Pension and Health Trust Funds*

This session will review recent administrative agency compliance actions on shared services agreements and revisit existing guidance on other compliance matters including expense policies and the need to issue Suspension of Benefits Notices or actuarial adjustments to participants who work beyond normal retirement age.
The United for Healthy Living Program (a branch of United Against Diabetes) is a vehicle for identifying areas of rapidly increasing health care costs. Chronic bronchitis and emphysema (together known as “Chronic Obstructive Pulmonary Disorder” or COPD) are the third leading cause of death with greater overall costs. While the costs associated with COPD have begun declining due to the declining prevalence of smoking and reduction in workplace dust exposure, the panelists in this workshop will discuss how the rate of decline can be accelerated through intervention such as vaccinations and increased emphasis on smoking cessation.
### Tuesday, October 6, 2015

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**CHAIRMAN’S ADDRESS: New Tools**

- **Sean McGarvey**  
  President  
  North America’s Building Trades Unions  
  Chairman  
  Board of Directors  
  NCCMP

The developments of the past year have given our plans the new tools we have sought for them to address the problems facing them and their participants. We need to make certain that these tools are used appropriately to fulfill their potential.
The Obama Administration has made improving retirement security a priority for 2016, with initiatives to facilitate state laws creating retirement savings opportunities for individuals without current pension coverage, to dramatically reduce conflicts of interest by requiring that investment advisers to plans and individuals put their customers’ interest ahead of their own, and to work with the multiemployer community to create a path forward to assure the continued viability and success of multiemployer pension and health and welfare plans.

At the heart of these efforts is Labor Secretary Tom Perez and his staff. Assistant Secretary of Labor for the Employee Benefit Security Administration Phyllis Borzi will give us an insider’s view of what’s happening and what’s to come.
10:15 am – 11:00 am

The ACA After King v. Burwell: An update on ACA implementation issues confronting our plans

PANELISTS:

Kathryn Bakich  
Senior Vice President and National Director Health Care Compliance  
Segal Group

Michael W. Jacobson  
Fund Administrator  
National Automatic Sprinkler Industry Welfare Fund

The Honorable Earl Pomeroy  
Senior Counsel  
Alston and Bird, LLP

Carolyn Smith  
Counsel  
Alston and Bird, LLP

MODERATOR:

Randy G. DeFrehn  
Executive Director  
NCCMP

Although the decision in King v. Burwell was much less dramatic than anticipated by many, a number of ACA requirements with considerable cost implications for our health and welfare plans continue to evolve through the regulatory process. This session will include updates on three of these issues:

- The Transitional Reinsurance Assessments – implications for self-insured and self-administered plans including a discussion of what it means to be self-administered
- The requirements governing trust fund and Employer Reporting of Offers of Coverage
- An update on the rules governing the calculation and assessment of the Excise (aka “Cadillac”) tax
- Status of legislative efforts to repeal and/or replace the tax
11:00 am – 11:30 am

Cost Containment Issues:
Specialty Drugs and Mental Health Parity – Areas of Exceptional Concern

PRESENTERS:

Jeffrey Werner  
Executive Director  
New England Carpenters Benefit Funds

Gene Price  
Administrator  
Carpenters Funds Administrative Offices of Northern California

MODERATOR:

Randy G. DeFrehn  
Executive Director  
NCCMP

With the growth of pharmacogenomics and price spikes for long established generic drugs as contributing factors to the increase in drug costs, and the unexpected costs and complications of compliance with mental health parity rules, multiemployer plans continue to struggle with rising costs despite a moderation in overall health cost trends.

This session will review what plans are doing to address and mitigate these considerations.
Cyber security breaches on a mega scale have taught us that even the most diligent systems can be compromised. These recent developments make it all the more important to assess our own procedures to determine that we are doing everything possible to prevent possible intrusions.

Among the issues to be discussed are:

- Current and proposed legislative and regulatory requirements
- The HHS Audit program and other enforcement activity
- Lessons to be learned from the Anthem and Primera breaches
- What constitute “Best Practices” in this space
- What is covered by the types of insurance coverage most plans typically have and what supplemental coverage is advisable and/or necessary
Tuesday, October 6, 2015

12:00 pm – 1:30 pm  Award Presentation

Presentation of the 15th Annual John L. Lewis Award to Marc LeBlanc

AWARD PRESENTATION BY:
Randy G. DeFrehn  Executive Director  NCCMP

2:00 pm – 3:15 pm  Optional Workshop  Grand Ballroom West

Ask the Regulators

PANELISTS:
Diane Bloom  Senior Tax Law Specialist  Employee Plans Division  U.S. Internal Revenue Service

Thomas Hindmarch  Senior Employee Benefits Law Specialist  Office of Regulations and Interpretations Employee Benefits Security Administration  U.S. Department of Labor

Bruce Perlin  Assistant Chief Counsel  Office of Chief Counsel  Pension Benefit Guaranty Corporation
Tuesday, October 6, 2015

MODERATOR:

Charles Storke
Director
Trucker Huss APC

A perennial favorite, this workshop provides an opportunity for you to participate in an open dialogue with representatives of the various regulatory agencies with jurisdiction over our plans regarding the most important issues you are facing.

You bring the issues. They bring the answers.

3:30 pm – 5:00 pm
Conference Rooms
312 - 313

Lawyers and Administrators Meeting

MODERATORS:

John Bohman
Partner
O’Donoghue and O’Donoghue LLP

William T. Sweeney, Jr.
Administrator
Plumbers and Pipefitters National Pension Fund

In addition to the ACA and pension reform, the semi-annual Lawyers and Administrators’ meeting provides a forum to discuss recent developments not covered in other aspects of the program.

Wednesday, October 7, 2015

7:00 am – 12:00 noon
Exhibit Hall
Grand Ballroom
East

7:00 am – 8:30 am
Buffet Breakfast
Grand Ballroom
East

8:30 am – 12:00 noon
General Session
Grand Ballroom
West
8:30 am

Opening Remarks

Randy G. DeFrehn
Executive Director
NCCMP

AGENCY UPDATES

This session provides an opportunity for the agencies with jurisdiction to update members of the multiemployer community on activities affecting our plans. Among the items to be addressed are:

The PBGC

SPEAKER:

Bruce Perlin
Assistant Chief Counsel
Office of Chief Counsel
Pension Benefit Guaranty Corporation

- Multiemployer program financials
- Financial assistance to insolvent multiemployer plans
- Electronic filing regulation for terminated and insolvent plans
- Mergers and partitions under MPRA

Department of Labor

SPEAKER:

Thomas Hindmarch
Senior Employee Benefits Law Specialist
Office of Regulations and Interpretations
Employee Benefits Security Administration
U. S. Department of Labor

- Selection and monitoring of auditors in light of the DOL’s report Assessing the Quality of Employee Plan Audits
- Overview of MPRA amendments affecting provisions of title I interpreted by DOL
- How the final annual funding notice rule affects multiemployer plans
- Form 5500 - miscellaneous
Internal Revenue Service

SPEAKER:

**Diane Bloom**
Senior Tax Law Specialist
Employee Plans Division
U.S. Internal Revenue Service

- New rules on employer reporting under ACA (both 1095B and 1095C)
- Items being or recently addressed by the tri-agency group on ACA implementation
- Health Reimbursement Arrangements and how they would be integrated
- How the Excise (aka “Cadillac”) Tax will be calculated and how the adjustments will factor in
- The discontinuation of the determination letter process
- The status of any revised rules regarding overpayment recovery; and
- IRS audits of multiemployer plans generally and specifically, what changes are expected because of the determination letter program changes

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10:00 am – 10:15 am  
**Break**  
Exhibit Hall  
Grand Ballroom East

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10:15 am – 11:45 am

**NCCMP Open Forum**

**Randy G. DeFrehn**  
Executive Director  
NCCMP

This is your chance to raise any topics or questions you did not hear addressed during the formal program

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12:00 pm  
**Closing Announcements and Adjournment**
Created to recognize those whose actions emulate those of the man whose vision spawned the creation of the largest, most influential multiemployer funds in history

It is our distinct honor and privilege to present this

15th Annual John L. Lewis Award to

Marc LeBlanc

For your outstanding dedication, creativity, and leadership in ensuring the health and retirement income security of America’s workers and their families

On Behalf of a Grateful Multiemployer Community
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We are proud to work with the NCCMP in promoting the interests of multiemployer plans and their participants.

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THE 2015 NCCMP ANNUAL CONFERENCE

The only organization created and maintained for the exclusive benefit of actively promoting and protecting the interests of multiemployer plans.

At Ullico, we are proud to support the hard working people who are part of the fabric of every community. For more than 85 years Ullico has provided insurance and investment products & services that support union members, their families, trustees and their employers. Ullico’s unmatched expertise in the union workplace helps make unions and their employers more competitive. If you’re searching for an innovative answer to your financial and risk needs, visit us at www.ullico.com.

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SPEAKER BIOGRAPHIES
Kathy Bakich
Senior Vice President and
National Director of Healthcare Compliance
Segal Group

Ms. Bakich joined The Segal Company’s Washington, DC office as National Director of Healthcare Compliance in 1998. She became a Vice President in 2000 and a Senior Vice President in 2005.

Ms. Bakich has more than 20 years of experience with health care compliance. She works with the national staff of the Health and Compliance Practices and is responsible for the dissemination of health compliance information to staff, monitoring federal and state laws and regulations, preparing amendments for health plans and summary plan descriptions based on national models, and collaborating with other health compliance specialists.

Ms. Bakich specializes in research and analysis on federal laws and regulations affecting health coverage such as the Affordable Care Act, ERISA, Medicare, managed care regulations, HIPAA, COBRA, the Newborns’ and Mothers’ Health Protection Act, the Mental Health Parity and Addiction Equity Act, and the Women’s Health and Cancer Rights Act. Prior to joining The Segal Company, Ms. Bakich was an attorney in private practice representing multiemployer health plans and an appellate administrative law judge.

Ms. Bakich graduated in 1979 with a BA in Political Science, in 1982 with an MA in Public Policy, and in 1985 with a JD from the University of Missouri. She has been admitted to the Bar in the District of Columbia, United States Supreme Court, and multiple federal district and appellate courts.

Ms. Bakich is a member of the Working Committee of the National Coordinating Committee for Multiemployer Plans (NCCMP). She is also a member of the Health Technical Issues Taskforce of the American Benefits Council (ABC), the Employers Council on Flexible Compensation (ECFC) Flex Advisory Council, the American Health Lawyers Association, the American College of Employee Benefits Council, and the American Bar Association.


Diane Bloom
Senior Tax Law Specialist
Employee Plans Division
U.S. Internal Revenue Service

Diane has been with the IRS for over 20 years. Diane works primarily on internal and external guidance on various qualified plan issues, including the international area. She received her JD and LLM in tax law from Georgetown University Law Center.
John L. Bohman
Partner
O’Donoghue and O’Donoghue LLP

Mr. Bohman has been a partner in the firm since 1986. He graduated from the Columbus School of Law at Catholic University in 1980. His undergraduate degree is from Saint Louis University (1973), where he majored in Philosophy. He also has a master’s degree in Social Work from the University of Pittsburgh (1977) with a concentration in Social Policy, Planning, and Administration.

Mr. Bohman joined the firm upon graduation from law school. He has experience in all aspects of the firm’s practice, but his primary focus has been on the Employee Retirement Income Security Act (ERISA). He serves as counsel to two national multiemployer pension funds, a national multiemployer 401(k) plan, a national multiemployer health and welfare fund, a family of regional multiemployer benefit plans, and the staff pension plan of an international union. Mr. Bohman also assists various unions in addressing the ERISA issues facing their membership.

Mr. Bohman specializes in plan administration, regulatory and legislative compliance, and fiduciary issues. His practice areas include contract negotiations, claims and appeals, plan documents, pension plan qualification, reporting and disclosure, the fiduciary aspects of plan investments, Qualified Domestic Relations Orders, plan mergers and transfers, reciprocity between plans, and withdrawal liability.

Mr. Bohman is a member of the District of Columbia bar. He has served in the past, as co-chair of the Subcommittee on Retirement Plan Design, Qualification, and Administration of the Employee Benefits Committee of the Section of Labor and Employment Law of the American Bar Association. He is a fellow of the American College of Employee Benefits Counsel.

Phyllis C. Borzi
Assistant Secretary of Labor of the
Employee Benefit Security Administration

Phyllis C. Borzi was confirmed on July 10, 2009 as Assistant Secretary of Labor of the Employee Benefits Security Administration (EBSA). EBSA oversees approximately 707,000 private-sector retirement plans, approximately 2.3 million health plans, and a similar number of other welfare benefit plans that provide benefits to approximately 141 million Americans. As agency head, she oversees the administration, regulation and enforcement of Title I of the Employee Retirement Income Security Act of 1974 (ERISA).
Previously, Ms. Borzi was a research professor in the Department of Health Policy at George Washington University Medical Center’s School of Public Health and Health Services. In that position, she was involved in research and policy analysis involving employee benefit plans, the uninsured, managed care, and legal barriers to the development of health information technology. In addition, she was of counsel with the Washington, D.C. law firm of O’Donoghue & O’Donoghue LLP, specializing in ERISA and other legal issues affecting employee benefit plans, including pensions and retirement savings, health plans, and discrimination based on age or disability.

From 1979 to 1995, Borzi served as pension and employee benefit counsel for the U.S. House of Representatives, Subcommittee on Labor-Management Relations of the Committee on Education and Labor. In 1993, she served on working groups dealing with insurance reform, workers’ compensation and employer coverage in connection with the Clinton Task Force on Health Care Reform.

Borzi is a charter member and former President of the American College of Employee Benefit Counsel and served on its Board of Governors from 2000-2008; former member and former co-chair of the Advisory Board of the BNA Pension & Benefits Reporter; former member of the Advisory Committee of the Pension Benefit Guaranty Corporation; and former member of the Advisory Board of the Pension Research Council, The Wharton School, The University of Pennsylvania; and former member of the Board of the Women’s Institute for a Secure Retirement (WISER). In 2008, she was appointed by the U.S. District Court for the Northern District of Ohio and served as a public member of the Administrative Committee for the Goodyear retiree health trust.

Borzi has published numerous articles on ERISA, health care law and policy and retirement security issues and has been a frequent speaker to legal, professional, business, consumer and state and local governmental organizations. An active member of the American Bar Association, Borzi is the former chair of the ABA’s Joint Committee on Employee Benefits. She holds a Master of Arts degree in English from Syracuse University and a J.D. from Catholic University Law School, where she was editor-in-chief of the law review. She is a member of the District of Columbia Bar and is admitted to practice before the U.S. Court of Appeals for the District of Columbia Circuit and the U.S. Supreme Court.

David Brenner, J.D.
Senior Vice President, Benefits Consultant,
The Segal Group

Mr. Brenner is a Senior Vice President and Benefits Consultant in Segal’s Boston office. Mr. Brenner specializes in consulting to multiemployer funds, including health and welfare plans, defined benefit pension plans and defined contribution pension plans. He also consults to joint labor management apprenticeship and training programs on operational issues. Mr. Brenner’s current clients include a range of local, statewide, regional and national plans.
Mr. Brenner is a member of Segal’s Multiemployer Leadership Group. As the Industry Group Leader for the Building Trades, he constantly monitors relevant legislation, trends, and developments to ensure that Segal’s Building Trades clients are prepared and informed. He is involved in strategic planning initiatives for multiemployer services and product development. He works closely with Segal’s Director of Research as a member of the Working Committee of the National Coordinating Committee for Multiemployer Plans (NCCMP), providing guidance on public policy, legislative and regulatory issues and other matters of interest to multiemployer plans.

Prior to joining Segal, Mr. Brenner served as a Trustee of a health and welfare fund and a defined benefit pension plan. He has been an officer and employee of local and international unions, involved in all levels of union administration, including organizing, servicing and negotiating collective bargaining agreements.

Mr. Brenner is a graduate of the University of Massachusetts at Amherst with a BA with Individual Concentration (Labor Studies). He received a JD from Northeastern University’s School of Law.

Mr. Brenner is a frequent speaker at benefits conferences and other industry forums, and has taught labor history courses at the college level. He wrote the following article, cited as an authoritative analysis of the construction industry by the New Jersey Supreme Court in a prevailing wage case:


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Francesco Briganti
Director
European Association of Paritarian Institutions (AEIP)

Francesco is the Director of AEIP, a Brussels-based European lobbying Organization. AEIP represents those social protection providers jointly managed by employers’ and employees’ representatives.

Francesco’s primary focus is the negotiation and alignment of the EU Institutions in relation to cross-border and national employee benefits plans (including, but not limited to: retirement, healthcare, disability, unemployment, health and safety at work and paid holidays).

AEIP, through its members, represents roughly 1,200 Social Protection Providers covering 75 million EU citizens, and managing 1.5 trillion € assets (about 2 trillion $).

After working in EU affairs for various lobbying organizations in Brussels, Francesco joined AEIP in 2006. He studied and followed the policies on EU competition law; healthcare services; the obstacles and potential benefits in setting up cross border employee benefits within Europe; the legal aspects of setting up social protection plans at company and multi-employer level.
Since 2009, Francesco was appointed as the Director of AEIP. As an expert, he is a member of the European Commission's Pension Forum and a member of the EU working group aimed at drafting a code of good practices for Pension Funds.

In the spring of 2013, Francesco provided technical assistance to the Social Protection officials within the Government of Lithuania, with the objective of preparing Lithuania for the take over the Presidency of the EU.

In 2002, Francesco received his degree in law at the University of Bologna (Italy) and has studied and researched in France, Spain and Ireland. In 2006, he obtained a Masters degree in International Political Economy at the University of Kent (UK).

In March 2015, Francesco Briganti was proclaimed Doctor and was graduated with his PhD with the Marco Biagi Foundation, Research Institute owned by the University of Modena concerning the creation of a an occupational sector wide social protection plan at EU level through the Social Dialogue (through the collective bargaining at EU level).

In addition to his mother tongue (Italian), Francesco currently speaks French, English and Spanish. He regularly attends conferences in Europe and the US as guest and/or keynote speaker.

Christopher J.G. Brockmeyer
Director
Employee Benefit Funds
The Broadway League, Inc.

Christopher Brockmeyer has been the Director of Employee Benefit Funds for the Broadway League, the national trade association for the Broadway theatre industry, since 2007. Mr. Brockmeyer serves as an employer-appointed trustee (in most cases as Co-Chair) on 11 multi-employer pension funds, 7 health funds and 4 annuity/401(k) funds with nearly $6 Billion in assets, covering 120,000 current or future retirees and providing health care coverage for 24,000 employees (plus their dependents) in the entertainment industry.

Before arriving at the Broadway League, Mr. Brockmeyer was the Director of Labor Relations at Live Nation/Clear Channel Entertainment for 7 years, administering all labor relations activities for the Company's 100+ North American venues, its music promoting business, its theatre presenting operations and its role as a commercial theatre producer. Previously, he spent nearly 8 years working for the performers' unions, Actors' Equity Association (AEA) and the American Federation of Television and Radio Artists (AFTRA).

Mr. Brockmeyer serves on the Board of Directors of the National Coordinating Committee for Multiemployer Plans (NCCMP), a non-partisan organization based in Washington, DC dedicated to the advocacy of multiemployer plans through communication with government officials and members of Congress. He was actively involved in the development and passage of the Multiemployer Pension Reform Act of 2014 (MPRA).
Mr. Brockmeyer is a regular speaker at investment and employee benefits conferences and was recently honored by Institutional Investor magazine with the 2014 Taft-Hartley Plan of the Year award.

In addition to his work in the entertainment industry, Mr. Brockmeyer served a four-year term as a Councilman for the Town of North Salem in Westchester County, New York and currently serves on North Salem’s Planning Board. He is also a trustee of the North Salem Keeler Library and the North Salem Open Land Foundation.

Mr. Brockmeyer received his B.A. (Philosophy and History) from the University of Massachusetts at Amherst and his M.A. (Philosophy) from the New School in New York City.

Hugh J. “Jim” Byers
President
Millian Byers Associates

Hugh J. “Jim” Byers is president of Millian Byers Associates in Washington DC. The firm has over 20 years of experience in building labor-management initiatives and providing communications services to associations, companies and unions. He has played a key role in establishing national labor-management committees dealing with policy and workforce issues for major U.S. industries. Jim has served as national labor consultant to Pfizer since 2002. He has been active with NCCMP in the development of the United Against Diabetes and Cardiovascular Disease Campaign and the United for Healthy Living Adult Vaccination Awareness Campaign. He is immediate past president of the National Democratic Club in Washington, D.C., and resides in Bethesda, Maryland with his family.

Edward Christensen
Trustee
National Elevator Benefit Plan

Ed Christensen is a trustee of the National Elevator Benefit Plans. He also serves as Vice President of the Illinois AFL-CIO. In 2014 he joined the Funds Advisory Committee of the NCCMP’s “United for Healthy Living” project a successor to the United Against Diabetes and Cardiovascular Disease — a health benefit educational program funded by a grant from Pfizer. He formerly served as an International Vice President and Business Manager of the International Union of Elevator Constructors Local 2 in Chicago where he resides with his wife, Jane and their 3 children - Ed Jr, Alexis and Jack.
SPEAKER BIOGRAPHIES

Harold S. Cooper, F.S.A., M.A.A.A., E.A.
Vice President
Segal Consulting

Mr. Cooper is a Vice President in Segal’s Retirement Practice. He is located in the firm’s Chicago office and has over 30 years of experience consulting to clients on issues and topics related to all types of retirement plans, including qualified and nonqualified defined benefit and defined contribution plans and retiree medical plans. Mr. Cooper clients range from small to very large (80 plans, 100,000+ participants), across all industries.

Mr. Cooper’s multiemployer experience spans many industries and types of plans. He has helped plans at all levels of funding address and resolve the issues presented by the Pension Protection Act of 2006.

Prior to joining Segal, Mr. Cooper served as Principal, Chicago Retirement Leader, and Chicago Office Leader at Buck Consultants, where his leadership initiatives increased office and practice profitability to levels well above firm averages. Prior to that, he was a Principal at Davis, Conder, Enderle, & Sloan; and helped clients save as much as $200 million. Mr. Cooper was also Co-Founder, CFO, and Principal at Chicago Consulting Actuaries, where he helped grow the company from a start-up to an established firm in nine years, generating over $10 million of revenue.

Mr. Cooper graduated cum laude from the University of Illinois at Urbana Champaign with a BS in Actuarial Science. He also received an MS in Actuarial Mathematics from the University of Michigan.

Mr. Cooper is a Fellow of the Society of Actuaries, a Member of the American Academy of Actuaries and an Enrolled Actuary.

Eric M. Dean
General President
International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers

Eric Dean was born and raised in Chicago, Illinois. His career as an Ironworker began in December 1980 when he joined the Apprenticeship Program as a fourth generation Local Union No. 63, Chicago, Illinois, Ironworker. He completed his Apprenticeship Program in 1984 and went on to become a Journeyman, Foreman, and Apprentice Instructor. Eric became a Local Union officer in 1989 and held various offices within the Local.

In 1999 he was appointed General Organizer of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers working in the Department of Ornamental, Architectural and Miscellaneous Metals. In 2005 he became President of the Chicago and Vicinity District Council of Iron Workers. He was appointed 9th General Vice President in 2008.
Effective February 1, 2011 he was appointed General Secretary of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. In August 2011 he was elected by the Delegates to the 42nd International Convention as General Secretary for a five-year term. In February 2013 he graduated from the Harvard Labor Trade Program.

On April 22, 2015 Eric Dean was unanimously elected General President by the General Executive Council of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers effective July 1, 2015. On May 29, 2015 Eric was elected Secretary of the National Coordinating Committee for Multiemployer Plans (NCCMP). As General President, he is a member of the Building and Construction Trades Department’s Governing Board of Presidents.

He is married and the proud father of three and one granddaughter. He and his wife, Judy, relocated to Alexandria, Virginia.

Randy G. DeFrehn
Executive Director
National Coordinating Committee for Multiemployer Plans (NCCMP)

With nearly 40 years of experience serving multiemployer plans, their participants and sponsoring organizations, Mr. DeFrehn has been an administrator of national pension, health and welfare benefit plans in the U.S. and Canada; an employee benefits consultant; a registered investment advisor; and since 2000, as their lead advocate and chief spokesman on matters of public policy. He regularly testifies before committees of the United States House of Representatives, Senate, and administrative agencies with jurisdiction over multiemployer plans. He is often consulted by government officials, quoted in the mainstream and trade press and has provided commentary on the funded status of multiemployer defined benefit pension plans on CNBC’s “The Kudlow Report;” MSNBC’s “Dylan Ratigan Show;” and on National Public Radio.

Since joining the NCCMP, Mr. DeFrehn has spearheaded numerous collaborative federal legislative initiatives undertaken by and on behalf of the multiemployer community. Most notable were the passage in 2006 of the Pension Protection Act and the December 2014 passage of the Multiemployer Pension Reform Act (MPRA), enacting recommendations developed over several years by a broad cross section of multiemployer stakeholders to provide additional tools for trustees of plans otherwise heading for insolvency to remain solvent and preserve participants’ benefits above what they would have received under previous law.

Under his leadership the NCCMP received the National Electrical Contractor Association’s “2013 Industry Partner Award” for its work to preserve and protect multiemployer pension plans. Additionally, Mr. DeFrehn was personally recognized as a 2013 “CORPaTH Champion.” Institutional Investor Magazine recognized his leadership in both 2013 and 2014 as among the top 10 of their “Pension 40”, described as a listing of “the 40 most influential people in the battle to decide the future of U.S. pensions.”
In May 2015 he received the International Foundation for Employee Benefit Plans’ 2015 Public Service Award. Since 1979, the International Foundation has presented this award to those who have demonstrated leadership in preserving and strengthening employee benefit plans.

Mr. DeFrehn is a graduate of the University of Pittsburgh and earned a Master of Arts in Industrial Relations from St. Francis College where he also served as a member of their adjunct faculty. He is active in numerous professional organizations in the US and Europe.

Vice President and Consultant
Segal Select Insurance Services, Inc.

Mr. Dobrow is a Vice President and Consultant in Segal Select Insurance Services, Inc. (Segal Select), the insurance brokerage member of The Segal Group. He is based in the firm’s Chicago office and has 30 years of industry experience. He leads a team of brokers and consultants in assisting multiemployer and public sector insurance clients in the Midwest and Western regions and provides technical knowledge and client support. He works extensively with brokerage staff to deliver customized insurance solutions that focus on fiduciary liability insurance, cyber liability insurance, employment practices liability insurance and fidelity bonds.

Mr. Dobrow first joined the Chicago office as a Consultant in the firm’s National Fiduciary Liability Insurance Practice (the precursor to Segal Select). Prior to joining Segal Select, Mr. Dobrow was Assistant Vice President of Underwriting and Fiduciary Product Manager at a Fortune 500 professional liability insurer where he gained experience underwriting management liability products for public and private companies of all sizes within various industry sectors. He also served as a portfolio accounting manager at a major investment and mutual fund company and as senior internal auditor at an international money center bank and trust company.

Mr. Dobrow received the Bachelor of Science designation from Northern Illinois University with majors in both Accounting and Finance and earned a Masters in Business Administration from DePaul University with dual concentrations in Finance and International Business. He holds the Chartered Financial Analyst (CFA) designation and is a Certified Public Accountant (CPA), a Certified Management Accountant (CMA), and a Registered Professional Liability Underwriter (RPLU). He is a member of the Professional Liability Underwriting Society (PLUS) and the CFA Institute of Chicago.

Mr. Dobrow’s publications and presentations include:

SPEAKER BIOGRAPHIES

Madeleine Fallon
Co-chair Board of Trustees
Equity-League Pension & Health Trust Funds

Madeleine Fallon is the union co-chair for the Equity-League Pension & Health Trust Fund which serves members of Actors’ Equity Association, the national union of professional stage actors and stage managers. She is a thirty year member of Equity’s governing Council. Ms. Fallon served as a member of the Equity’s Centennial Committee during its 100th anniversary. Her career includes plays, sketch comedy, business theater and voice work. She is also a member of SAG/AFTRA and performs with the SAG/AFTRA Radio Players in Chicago. And she proudly serves as a delegate to the Chicago Federation of Labor on behalf of Actors’ Equity Association.

Tina Fletcher
Vice President
Ullico Casualty Group, Inc.

Tina Fletcher is the Vice President for Ullico Casualty Group. Ms. Fletcher oversees the daily activities of Ullico’s professional liability insurance department, which includes supervising underwriters and monitoring both renewal and new business policies. She also manages Ullico Casualty Group’s underwriting system and composes policy language to keep coverage up-to-date with the needs of the Union workplace. Ms. Fletcher joined Ullico as a Senior Underwriter in 2009.

Ms. Fletcher previously worked for United Educators Insurance from May 1999 to November 2008 as Director of Underwriting. In this role, she managed a $130 million book of liability insurance and a staff of seven underwriters. Previous to United Educators, she served as underwriter for Victor O. Schinnerer, a subsidiary of Marsh, and as a Nationwide agent.

Ms. Fletcher graduated from Davenport University in Grand Rapids, Michigan with a B.S. in Marketing. Ms. Fletcher has a P&C Producers’ license in the state of West Virginia and is working towards her RPLU.

She lives in Harpers Ferry, West Virginia with her husband and daughter Emma.
Senior Vice President and Actuary  
Regional Manager  
Segal Consulting

Ms. Gleave is a Senior Vice President and Actuary in Segal's New York office and has over 30 years of retirement consulting experience. As the New York Regional Manager, she is responsible for overseeing operations for the New York Region and is a member of Segal’s Senior Management Team. Ms. Gleave is also a Regional Retirement Practice Leader. In addition to her consulting responsibilities, she also performs actuarial valuations on behalf of plan sponsors, assists with PPA and MPRA certification / remedial plan efforts and works to navigate retirement plan issues with labor and management representatives engaged in the collective bargaining process.

Ms. Gleave is the Enrolled Actuary for a number of national, regional, and local multiemployer defined benefit plans as well as several single employer (union staff) plans, primarily in the building trades, trucking and entertainment industries.

Ms. Gleave received a BS cum laude in Mathematics from Hofstra University. She is an Associate of the Society of Actuaries, a Fellow of the Conference of Consulting Actuaries, a Member of the American Academy of Actuaries and an Enrolled Actuary. Ms. Gleave formerly served on the Multiemployer Plans Subcommittee of the American Academy of Actuaries and is an advisor to the National Coordinating Committee for Multiemployer Plans. Ms. Gleave has been a regular speaker on the Multiemployer Pension Reform Act of 2014 (MPRA).

**Chris Heinz**  
Principal  
Grossman Heinz

Christopher Heinz has more than 25 years of experience as a congressional lobbyist, national union political director, local union official and grassroots coordinator. His clients include national, regional and local Labor Organizations, major companies, and trade associations. Mr. Heinz has worked in electoral and grass roots campaigns at the national, state and local levels.

Mr. Heinz previously served as the Political and Legislative Director of the United Brotherhood of Carpenters and Joiners of America—an international labor organization representing 550,000 members in the U.S. and Canada. He was responsible for the organization’s National Lobbying and Political Action Programs, including serving as lead representative in the U.S. Congress and designing and implementing a nationwide fundraising and grassroots political action program. In this position, he also ran one of the nation’s 10 largest political action committees.
Before coming to Washington, Mr. Heinz worked for 15 years with the Carpenters in New England as Research Director and Executive Director of the New England Carpenters Labor-Management Cooperation Program and finally as Assistant Secretary-Treasurer of the New England Regional Council of Carpenters. In New England, he was responsible for designing and implementing a region-wide program to bring labor and management in the Carpentry industry together to find new and innovative ways to solve industry problems. Mr. Heinz was also responsible for collective bargaining and contract administration in both the construction and industrial sectors of the Union. He has negotiated region-wide construction agreements, industrial agreements for small and large employers and plant closing agreements in the paper industry.

Christopher Heinz's professional and community involvement includes Board Member, Alexandria Seaport Foundation; Member of the Council on Competitiveness National Innovation Initiative Strategy Council; Lecturer on labor and employment issues for employers, trade associations and labor organizations; and former Chair and Board Member Medford Massachusetts Housing Authority.

He holds a Bachelor of Arts Degree in Economics from the University of Massachusetts at Boston and a Master of Science Degree in Labor Studies from the University of Massachusetts at Amherst.

Thomas Hindmarch
Senior Employee Benefits Law Specialist

Thomas Hindmarch is a Senior Employee Benefits Law Specialist in the Office of Regulations and Interpretations for EBSA in Washington, D.C. His responsibilities include drafting regulations, Technical Releases and other guidance implementing Title I of the Employee Retirement Income Security Act of 1974 (ERISA) and reviewing draft regulations, rulings and notices of other agencies. Prior to joining EBSA in 2009, Mr. Hindmarch was the in-house benefits counsel for the U.S. subsidiaries of a large U.K. multinational corporation where he was responsible for legal, tax and compliance matters relating to the controlled group’s U.S. employee benefit plans and other compensation arrangements and handled issues arising under ERISA, the Internal Revenue Code, government contract laws, U.S. securities laws, and other laws affecting such plans and arrangements.

Mr. Hindmarch received his L.L.M. in Taxation from New York University School of Law in 1980, his J.D. from Wake Forest University School of Law in 1978, and his B.A. from Lafayette College in 1972.
J. Mark Iwry
Senior Advisor to the Secretary of the Treasury and Deputy Assistant Secretary (Tax Policy) for Retirement and Health Policy
U.S. Treasury Department

J. Mark Iwry is Senior Advisor to the Secretary of the Treasury and is the Deputy Assistant Secretary (Tax Policy) for Retirement and Health Policy at the U.S. Treasury Department. Mr. Iwry was previously a Nonresident Senior Fellow at the Brookings Institution, Research Professor at Georgetown University, Of Counsel to the law firm of Sullivan & Cromwell LLP, and a Principal of the Retirement Security Project. He was the Treasury Department’s Benefits Tax Counsel from 1995 to 2001, serving as the principal official directly responsible for tax policy and regulation relating to the Nation’s qualified pension and 401(k) plans, employer-sponsored health plans, deferred compensation, and other employee benefits. Previously, he was a partner in the law firm of Covington & Burling LLP.

Mr. Iwry has often testified before congressional committees – representing the Treasury and Executive Branch or, while in the private sector, testifying as an independent expert -- and State legislatures. He has advised numerous Senators, Members of Congress and their staffs on both sides of the aisle, as well as five Presidential campaigns (in 2004 and 2008). In recent years has been recognized as one of the “30 top financial players” (Smart Money magazine), “100 Most Influential People in Finance” (Treasury and Risk magazine) (one of 5 in the field of Retirement and Benefits), “100 Most Influential People in the 401(k) Industry” (401(k) Wire), “Investment News 20” (20 individuals expected to have a major influence on the financial services industry), etc.

Formerly a chair of the D.C. Bar Employee Benefits Committee, and a member of the White House Task Force on Health Care Reform (1993-94), Mr. Iwry’s books and articles include the co-edited volume (with William Gale and Peter Orszag), Aging Gracefully: Ideas to Improve Retirement Security in America (Century Fdn. Press, 2006).

A principal architect of the Saver’s Credit to expand 401(k) and IRA coverage (claimed annually on some 6 million tax returns) and the “SIMPLE” 401(k)-type plan (covering an estimated 3 to 4 million workers), Mr. Iwry co-authored President Obama's legislative proposal to expand coverage through automatic IRAs. In the 1990s, he formulated and directed Treasury's strategy to increase retirement saving by defining, approving and promoting 401(k) automatic enrollment (as well as automatic rollover to curtail pension leakage). He also has been centrally involved in developing or orchestrating many other significant improvements and simplifications of the nation’s pension and benefits systems, including IRS direct deposit of split income tax refunds into IRAs and US saving bonds, the “Universal Savings Accounts” proposal (1999-2000), payroll deduction IRAs, the small employer new plan tax credit, and the repeal of Code section 415(e).

While at Treasury under former Secretaries Rubin and Summers, Mr. Iwry was widely recognized for his work to expand coverage while simplifying and rationalizing benefits law and regulation. In 2001 he received the
Secretary of the Treasury’s Exceptional Service Award “In recognition of his outstanding leadership and accomplishments…. Widely respected as Treasury’s benefits and pension expert, Mr. Iwry excelled at building coalitions of diverse interests…. At Treasury, he worked closely with the private sector, Congress, and the IRS, held town hall meetings around the country, and received a special award from the IRS “In recognition of the collegial working relationship you have fostered between [Treasury] and the IRS Office of Chief Counsel and of your many contributions to our nation’s tax system.”

Mr. Iwry is an honors graduate of Harvard College and Harvard Law School, received a Masters in Public Policy from Harvard’s Kennedy School, is listed in Who’s Who, Best Lawyers in America, Washington DC Super Lawyers, etc., and is a Fellow of the American College of Employee Benefits Counsel and a member of the bar of the U.S. Supreme Court.

Matthew E. Jackson
Senior Vice President and Consultant
Segal Select Insurance

Mr. Jackson is a Senior Vice President and Consultant in Segal Select Insurance’s New York office. He has over 10 years of experience in the insurance industry.

Mr. Jackson is an expert in Segal Select’s four core services: fiduciary liability, fidelity bonds, employment practices liability, and cyber liability insurance. He is involved in the service of many national benefits funds and coordinates marketing and service efforts for Segal Select in the East Region. He also manages a large book of business for public sector and multiemployer benefit plans and many specialized retiree health VEBAs.

Mr. Jackson first joined Segal as a part-time file clerk in the Seattle office in 1999. After graduating from the University of Washington in 2002, he joined the New York office as an Associate Broker in the Fiduciary Liability Insurance Practice (the precursor to Segal Select). After several promotions, Mr. Jackson was named a Vice President in 2010 and then Senior Vice President in 2015.

Mr. Jackson received a BA in Geography from the University of Washington in 2002. He holds resident Property & Casualty Broker and Agent licenses in the state of New York, as well as non-resident licenses in all 50 states. He also holds the Registered Professional Liability Underwriters (RPLU) designation from the Professional Liability Underwriting Society (PLUS).

Mr. Jackson regularly presents to Boards of Trustees on fiduciary liability insurance topics. He also participates in many Segal-sponsored webinars and seminars, where he addresses fiduciary and cyber insurance issues.

Mr. Jackson has been quoted by media outlets and published in various industry publications as an expert on fiduciary liability protection. Recent publications include:

Michael Jacobson
Administrator
National Automatic Sprinkler Industry (NASI) Funds

Michael Jacobson is a salaried Administrator with the National Automatic Sprinkler Industry (“NASI”) Funds, a position he has held since 1984. The NASI funds include two defined benefit pension plans, a defined contribution pension plan and two health benefits plans. These plans have combined assets in excess of $4.5 billion and provide benefits nationally to the families of about 18,000 active and retired participants. He is a Certified Employee Benefits Specialist and he has a B.S. in Secondary Science Education from the University of Maryland.

Melissa Conklin Kolle
Senior Consultant
Buck Consultants

Melissa Conklin Kolle is a Senior Consultant in the Secaucus, NJ office of Buck Consultants. She provides strategic consulting services and end-to-end solutions in support of multiemployer and single-employer benefits programs.

Since joining Buck in 2005, Melissa has consulted to a broad array of benefit funds and benefit plan sponsors across various industries. Her expertise includes consulting on the variety of issues facing today’s pension plans and in developing strategic solutions consistent with a fund’s or plan sponsor’s primary objectives.

Melissa is very active in assisting her clients with financial optimization strategies; workforce projections; plan redesign, union negotiations; mass withdrawal assessments; and analysis in connection with mergers and acquisitions. Melissa is member of Buck’s multiemployer practice and a one of the lead members of its multiemployer Center of Excellence. Melissa is a member of the Wealth Practice Office of the Chief Actuary representing multiemployer pension plans.

Melissa also has demonstrated her thought leadership in the multiemployer community by presenting at several conferences. Melissa has recently presented at the IFEBP 2014 U.S. Annual Employee Benefits Conference, 2015 National Labor & Management Conference and Worldwide Employee Benefit Professionals Network (NY Chapter) during 2014 and 2015. She will also be presenting at the 2015 Conference of Consulting Actuaries.

Melissa’s experience includes assistance in managing and review of all aspects of recurring projects, including valuations, benefit statements, government forms, nondiscrimination testing and other required plan disclosures. She also performs forecasting for budgeting, plan redesign and...
SPEAKER BIOGRAPHIES

plan events including mass withdrawal, impacts of a withdrawal of a large employer and union negotiations.

Melissa earned a B.S. in mathematical economics from Binghamton University, a B.A. in mathematics from Binghamton University and she has completed Actuarial Enrollment Exams and is awaiting certification.

Marc LeBlanc
Retired Fund Administrator/ General Counsel
Sheet Metal Workers’ National Pension Fund

Marc LeBlanc served as the Fund Administrator of the Sheet Metal Workers’ National Pension Fund from 1995 through 2015. He functioned as the chief operating officer of this $3 billion defined benefit plan with over 130,000 participants. In 2004, he was also appointed General Counsel. From 1983 through 1995, he worked as counsel and as a consultant to multiemployer pension and welfare plans. From 1978 through 1983, he worked in pre-trial release in the criminal division of DC Superior Court.

Marc holds undergraduate degrees in Political Science and Sociology from Drew University, and a Juris Doctor degree from American University. He has published in the Detroit College of Law Journal and the Journal of Compensation and Benefits and has spoken before a wide variety of trade and industry groups including the ERISA Advisory Council, International Foundation of Employee Benefit Plans, the Bureau of National Affairs, the National Coordinating Committee for Multiemployer Plans, the Sheet Metal and Air Conditioning Contractors National Association, Pensions and Capital Stewardship Project, and the Building Trades Department of the AFL-CIO Legislative Conference, the Labor and Work life Program at Harvard Law School, the Lawyers’ Coordinating Committee, and European Association of Paritarian Institutions.

His professional affiliations include membership in the District of Columbia, Virginia and Maryland Bars. He served as a member of the Steering Committee of the National Coordinating Committee for Multiemployer Plans and was the 2010 Chairman of the Secretary of Labor’s ERISA Advisory Council. Marc blogs and tweets at www.ERISANation.com and www.twitter.com/erisanation.

Matti Leppälä
Secretary General/CEO
PensionsEurope

PensionsEurope is the leading voice for workplace pensions in Europe. It represents 24 European national associations of pension funds and other IORPs. PensionsEurope’s members cover pensions of more than 70 million European citizens and € 3.5 trillion of assets.

In addition to its full members PensionsEurope has 24 Corporate & Supporter members who are various service providers who work with workplace pensions. PensionsEurope has a Central & Eastern European
Countries Forum to discuss issues common to pension systems in that region and an advisory group for multinational companies.

Prior to joining PensionsEurope in 2011 Matti worked for almost 11 years for The Finnish Pension Alliance, an industry association which represents all Finnish pension institutions. From 1990 until 2000 Matti was with the Finnish employee unions, first at the Union of Health and Social Care Professionals and then for seven years at the Finnish Confederation of Professionals, where he was Director responsible for collective bargaining and social policy. From 1986 until 1990 Matti worked in the Finnish Ministry of Justice in the law drafting department with public law issues.

Matti has a LLM from the University of Turku, Finland, 1987. He is also Executive MBA in Insurance and Financial services from the University of Tampere, Finland, 2007.

Lorraine Lewis
Executive Director
UMWA Health and Retirement Funds

Lorraine Lewis has been employed by the UMWA Health and Retirement Funds as Executive Director since 2003. Prior to working at the Funds, Ms. Lewis served as the Inspector General of the U.S. Department of Education, the General Counsel of the U.S. Office of Personnel Management, and the General Counsel of the U.S. Senate Committee on Governmental Affairs for Chairman John Glenn. She also worked as an associate at an ERISA law firm in Washington, D.C. and as a field attorney for the National Labor Relations Board in Chicago. She received her J.D. from Harvard Law School and her B.A. from Yale University. She resides in Bethesda, Maryland with her husband.

Joseph LoCicero
President and Chief Executive Officer
Segal Group

Mr. LoCicero became CEO of Segal on January 1, 2006. He is also a member of the firm’s Board of Directors. He previously served as President, CEO and Chairman of a major actuarial and HR consulting firm. He has worked extensively in all of the markets served by Segal and is a recognized expert on multiemployer pension issues.

Mr. LoCicero is an Enrolled Actuary, a Fellow of the Conference of Consulting Actuaries, a Member of the American Academy of Actuaries and is admitted to the Bar in the states of New Jersey and New York. He is also a former Board Member of the Employee Benefits Research Institute (EBRI), was designated a “Superstar” in the HR field by HRO magazine and is a recipient of the “Good Neighbor” award from Howard University.
Joyce A. Mader
Partner
O’Donoghue and O’Donoghue LLP

Joyce Mader graduated from Catholic University Law School in 1976 and became an associate with O’Donoghue & O’Donoghue LLP where she was already working as a law clerk in the firm’s efforts to comply with the newly enacted Employee Retirement Income Security Act.

Since entering the practice of law, Ms. Mader has specialized in employee benefit plan administration and compliance with federal law and regulations. Her areas of practice include plan and amendment drafting, voluntary plan correction procedures before the Internal Revenue Service, pension plan qualification, Pension Protection Act compliance, health care issues including COBRA, HIPAA and Patient Protection and Affordable Care Act (PPACA); claims and appeals processing, and Internal Revenue Code requirements and fiduciary issues for pension and various types of welfare plans. A list of her papers and presentations is available.

Ms. Mader is currently a member of the Council of the Section of Labor and Employment Law of the American Bar Association and liaison to the Continuing Legal Education Committee of the Joint Committee on Employee Benefits. She served as Union Co-Chair of the Employee Benefits Committee of the Labor Section, American Bar Association, 2005-2008 and as Union Co-Chair of the Employee Benefits Committee Sub-Committee on Qualified Pension Plans from 1990 through 2005. She has served on the Employee Benefits Committee’s Task Forces on Health Care Reform and on Coverage and Non-Discrimination Testing for Multiemployer Pension Plans as well as on the ABA Joint Committee on Employee Benefits Task Force on Code Section 419.

She was a member of the Department of Labor ERISA Advisory Council from 1994-1997. She chaired the 1996 Advisory Council’s Working Group on Service Providers and was appointed to Chair the 1997 Advisory Council. She has served as a member of the Steering Committee of the District of Columbia Bar Labor Law Division and the Attorneys and Government Liaison Committee of the International Foundation of Employee Benefit Plans. She was inducted as a charter member of the American College of Employee Benefits Council.

Ms Mader is a frequent speaker before labor and industry groups and at educational programs on a variety of issues relating to employee benefit plans. She was a lecturer at the Catholic University Law School, teaching a course entitled, “ERISA; The Labor Management Perspective”.

Ms. Mader represents both local and national multiemployer clients as well as single employer and multiple employer plans covering employees of national and local unions. At one time or other, she has worked with most of the firms clients and is often retained for special projects such as DOL or IRS audits or to provide a specific opinion by funds which are not regular clients of the firm. Moreover, Ms. Mader represents the National...
SPEAKER BIOGRAPHIES

Coordinating Committee for Multiemployer Plans and in that capacity works on comments and submissions to government agencies in connection with regulations and opinion requests as well as amicus briefs in benefits litigation. She has testified before the Department of Labor ERISA Advisory Council and as an expert in federal court litigation on employee benefits related issues. Ms. Mader received her Bachelor’s degree from Dickinson College, Carlisle, Pennsylvania in 1973 and her Juris Doctor degree from The Columbus School of Law of the Catholic University of America, Washington, DC in 1976. She is listed in Best Lawyers in America and in Washington, D.C. Super Lawyers.

Constance Markakis
Assistant Chief Counsel
Office of the Chief Counsel
Pension Benefit Guaranty Corporation

Constance Markakis is with the Pension Benefit Guaranty Corporation. In August 2015, Connie joined the Office of Chief Counsel as Assistant Chief Counsel for Multiemployer Law and Policy, in charge of the Multiemployer Section. Before that, she served as a Senior Policy Advisor and Case Manager for Multiemployer Plans in the Office of Negotiations and Restructuring, and as a Senior Policy Advisor to the Director and attorney-advisor to the Legislative and Regulatory Department. Connie serves on PBGC’s MPRA committee and coordinates with Congress, Treasury, Labor and PBGC policy makers. Connie joined PBGC in 2004 after practicing law at the IRS, and with law firms in D.C., including Slevin and Hart, and Feder & Associates.

Michael Mazzuca
Partner
Koskie Minsky LLP

Michael Mazzuca is a Partner at Koskie Minsky LLP and the Practice Coordinator of the firm’s Pensions and Employee Benefits Group. Michael has extensive experience in providing legal advice across Canada to multi-employer pension plans (MEPPs), jointly sponsored pension plans and other jointly governed plans, including health and welfare plans and training funds. He also advises trade unions as well as plan member and retiree groups across Canada concerning legal matters related to plan governance, fiduciary duties and plan investments.

Michael’s experience includes litigating significant pension and benefit cases before administrative tribunals and various levels of court across Canada, including class actions. Michael has represented clients before the Ontario Financial Services Tribunal on matters relating to statutory and regulatory compliance, including partial wind-ups and funding requirements.

Michael is an adjunct professor at the University of Western Ontario, Faculty of Law, Chair of the Legal Advisory Committee of the Ontario Financial
Services Tribunal, Chair of the Canadian Bar Association, Pension and Benefits Section, a former Chair of the Ontario Bar Association, Pension and Benefits Section, instructor for the International Foundation of Employee Benefits Advanced Trustee Management Standards Program, Director of the Multi-Employer Benefit Plan Council of Canada, a Member of the Ontario Regional Council of the Association of Canadian Pension Management and a regular speaker at conferences on pensions and employee benefits.

Larry J. McGann
General Secretary-Treasurer
International Union of Elevator Constructors

Larry entered the elevator industry in November of 1973 in Richmond, Virginia and became a member of Local 51 in 1975. He served his local as the Recording Secretary, Vice-President and President until 1997. Larry is an OSHA approved instructor 10-Hour Safety Program. He also was an Instructor for the National Elevator Industry Educational Program in Richmond. Larry was selected by NEIEP as “Instructor of the Year” for the Southeast Region for the 1994-95 school season.

He was elected to the position of Business Representative for Local 51 in December 1997. He was appointed to the Joint Jurisdictional Committee by General President Edward C. Sullivan in 1999. In 2001 General President Dana Brigham appointed Larry as a Trustee of the Pension Plan. Larry left his position as Business Representative in January 2001 and worked as the Assistant National Director for the Elevator Industry Work Preservation Fund (EIWPF) until September 2002.

In 2002 Larry was appointed as a Regional Director and graduated from the Harvard Trade Union Program. At the IUEC Convention in 2011 he was elected as the General Secretary Treasurer.

Sean McGarvey
President
North America’s Building Trades Unions; and
Chairman
NCCMP

Sean McGarvey started his career with the International Union of Painters and Allied Trades (IUPAT) in 1981 in Philadelphia, PA, and subsequently worked his way up through various leadership positions within the IUPAT. In 2005, he was elected Secretary-Treasurer of North America’s Building Trades Unions. In 2012, Sean was unanimously elected to the office of President.

Sean currently serves in various capacities for the following organizations:

- Co-Chair of the Oil and Natural Gas Industry Labor-Management Committee - a unique partnership between America’s Building Trades Unions and the American Petroleum Institute (API)
SPEAKER BIOGRAPHIES

• Member; US Council on Competitiveness
• Secretary-Treasurer - the Union Labor Life Insurance Company (Ullico)
• Treasurer- National Alliance for Fair Contracting, Inc.
• Chairman of the Board of Directors - National Coordinating Committee for Multiemployer Plans
• Chairman of the Board - CPWR, The Center for Construction Research and Training
• Labor Co-Chair of the Center for Military Recruitment, Assessment, and Veterans Employment (CMRAVE) which operates the “Helmets to Hardhats” program
• Board of Directors Diabetes Research Institute (DRI)

Sean also serves on several other union construction industry labor-management committees.

Sean holds a Bachelor of Arts Degree from the National Labor College; and is a graduate of the Harvard University Trade Union Program. Sean currently resides in Maryland, and has two lovely daughters - Kerri Ann and Kelsey Marie - and a grandson, Lucas Anthony.

John McNerney
General Counsel
Mechanical Contractors Association of America

John McNerney is General Counsel at the Mechanical Contractors Association of America. He also serves as executive director of government and labor relations at MCAA. He covers regulatory and legislative issues for MCAA and works together with other specialty construction employer groups in the Campaign for Quality Construction, an alliance of five other prominent national union-sector employers groups—TAUC, NECA, SMACNA, ICEBAC, and FCA. He also works on national joint labor/management relations issues and legislative and policy positions with his counterparts at the United Association of Plumbers and Pipefitters, the national labor organization representing some 330,000 skilled pipe trades workers employed by MCAA members in the U.S. and Canada.

Before coming to MCAA in 1996, Mr. McNerney worked at the Associated General Contractors of America, serving as the association’s staff attorney and as counsel to the AGC Federal Building Procedures Committee for five years. He was that organization’s first Director of Contract Documents, and later served as Director of the Building Division, and later still as Director of Collective Bargaining Services, staffing the AGC union-sector members’ ongoing relations with the AFL-CIO-affiliated Basic Trades unions.

Before taking up professional staff employment with national construction trade associations, Mr. McNerney worked as senior legal editor at two national legal publishing firms in Washington, DC, writing labor and employment laws articles for the Research Institute of America, and covering the U.S. Supreme Court for the Daily Labor Report and the Fair Employment Practices Manual published by the Bureau of National Affairs.
John “Rocky” Miller, Jr.
Partner
Cox, Castle & Nicholson
Board of Directors
NCCMP and NCCMP Research and Education Corporation, Inc.

Rocky is completing his second decade as a member of the Board of Directors of the NCCMP as an employer representative. He first became active in NCCMP issues in the early 1980’s. He heads the Labor and Employee Benefits Section of Cox, Castle & Nicholson in Los Angeles, CA. He has served as management counsel to the Southern California Laborers Trust Funds for 25+ years and has represented numerous other Basic Trades funds in Southern California. He has litigated many issues of interest to multiemployer plans, including the successful defense in the U.S. Supreme Court of the Constitutionality of the Multiemployer Pension Plan Amendments Act of 1980. He is a member of AGC of America’s Multiemployer Pension Plan Task Force that has been working with the NCCMP to protect and ensure the long-term viability of multiemployer plans.

He has been a member of the U.S. Department of Labor’s ERISA Advisory Council, and he has testified before Congress on the unique nature of multiemployer plans and the manner in which Congress should protect and encourage their continued existence and expansion.

Rocky represents AGC of California and many of its individual signatory contractors in day-to-day labor matters in California. He represents developers and agencies in project labor agreement negotiations and administration. He has represented labor management cooperation committees in numerous test case litigations, establishing the rights of individual workers to enforce the requirement that an employer pay prevailing wages. He is active at the State legislative level in prevailing wage and wage-hour legislation and at the agency level in interpretation of the prevailing wage and wage-hour laws to improve enforcement of the laws against scofflaw contractors and to keep signatory contractors and unions on a level playing field with their non-union competitors.

Bruce Perlin
Assistant Chief Counsel
Office of Chief Counsel
Pension Benefit Guaranty Corporation

Mr. Perlin is an Assistant Chief Counsel working on multiemployer matters for the PBGC. He previously served as the Manager of the PBGC’s multiemployer plan program division for 4 years. His work currently focuses on multiemployer plan legal issues involving alternative allocation rules, plan partition, mergers, mass withdrawal, and plan insolvency.
Prior to joining PBGC, Mr. Perlin worked for 5 years as an attorney with the IRS Office of Chief Counsel. He was part of the drafting team for the proposed regulations regarding multiemployer pension plan funding that were published in 2008 and various other guidance items affecting both single and multiemployer plans. Mr. Perlin was a legal advisor for the IRS multiemployer audit program and served as an instructor at IRS programs on the Pension Protection Act changes for multiemployer plans. He is currently a co-chair for the Subcommittee on Multiemployer Plan Withdrawal Liability for the American Bar Association’s (ABA) Section of Labor and Employment, Employee Benefits Committee. He is the chapter editor of Chapter 17, Multiemployer Plan Withdrawal Liability, for the ABA treatise Employee Benefits Law and previously served as a contributing author to this treatise.

Prior to joining IRS, Mr. Perlin worked at Slevin & Hart, P.C., where he focused on multiemployer plan litigation. Previous to his work at Slevin & Hart, Mr. Perlin worked for 18 years as an in-house counsel at two large multiemployer plans: Sheet Metal Workers National Pension Fund for 7 years; and Central States, Southeast and Southwest Area Health and Welfare and Pension Funds for 11 years. He is a fellow of the American College of Employee Benefits Counsel. Mr. Perlin received his undergraduate degree cum laude from Loyola University of Chicago where he also received a law degree.

Earl Pomeroy
Senior Counsel
Alston & Bird, LLP

Former Congressman Earl Pomeroy brings 26 years of regulatory and legislative experience to his present position as Senior Counsel at Alston & Bird LLP.

Mr. Pomeroy’s practice focuses on matters before the legislative and executive branches of government at the federal level as well as work before financial regulators at the state government level.

Mr. Pomeroy has been an influential participant in financial services regulation as it has evolved over the last quarter century. More than twenty years ago, as President of the National Association of Insurance Commissioners, he advanced reforms to strengthen solvency oversight in state insurance departments which were widely adopted, substantially improving the quality of state insurance regulation.

For eight terms he was the only member of the U.S. House to have served as an Insurance Commissioner. This unique background provided the basis and credibility for Pomeroy’s active participation in regulatory reform debates held throughout his time in Congress. Drawing upon his background as North Dakota Insurance Commissioner, President of the National Association of Insurance Commissioners, nine term Member of Congress and senior member of the House Ways and Means Committee, Pomeroy’s practice areas include financial services regulation, health care policy, pensions, tax policy, energy and agriculture.
Sanford Rich
Chief of Negotiations and Restructuring
Pension Benefit Guaranty Corporation

Sanford (Sandy) Rich is Chief of Negotiations and Restructuring (CNR). Sandy utilizes his expertise in corporate restructuring, bankruptcy process and his experience managing portfolios for ERISA Defined Benefit pension plans for companies and States pension plans to work to protect Defined Benefit plans at risk for termination or to protect plan beneficiaries if plans get terminated.

Sandy joined PBGC in 2012 and has long and varied experience in business, in finance and in restructuring. Immediately before joining PBGC he was a Managing Director of Whitemarsh Capital Advisors, LLC, which provides restructuring and financial advisory services to businesses in the healthcare, real estate, housing, manufacturing, media, energy, retailing and technology industries. Prior to that, he served for decades in senior leadership roles at Merrill Lynch in investment banking, GEM Capital as a manager of investment portfolios, and Citicorp managing the loan business. Sandy has operating experience serving as CEO, Director and Audit Committee Chairman of both public and private companies.

Sandy graduated with a BS from Case Western Reserve University in Cleveland, Ohio and received his MBA from New York University Stern School of Business.

John F. Ring
Partner
Morgan Lewis

In addition to labor-management related representation, John serves as employer co-counsel to a number of multiemployer benefits funds on the administration of pension and health and welfare funds for the trucking and maritime industries, among others. Multiemployer funds seek his service on fiduciary issues, withdrawal liability, benefits eligibility, and other ERISA issues. In the labor and employment sector, John represents clients in US federal and state courts as well as in arbitrations under collective bargaining agreements and private alternative dispute resolution (ADR). He advises on large-scale workforce restructuring and consolidations and reduction-in-force (RIF) issues. His preventative practice extends to counseling employers on their obligations under the Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), Worker Adjustment and Retraining Notification (WARN) Act, and other employment statutes.

John co-authored Morgan Lewis’s ADA Resource Manual. He frequently leads presentations and training sessions on ADA, FMLA, and other employment compliance issues - See more at: http://www.morganlewis.com/bios/jring#sthash.9XIqv94W.dpuf
**SPEAKER BIOGRAPHIES**

**Knut Ringen, DR. P.H., M.H.A., M.P.H.**
Principal
Stoneum Consultants

Apart from a five-year appointment at the National Cancer Institute and two years at the National Academy of Sciences, Dr. Ringen has worked for labor unions or joint union-employer organizations. He is currently a consultant located in Seattle focusing on risk assessment and control, disease management and cost containment. He is also science advisor to CPWR: The Center for Construction Research and Training, Washington, D.C., where he directs a national medical screening program for construction workers who have been in DOE atomic weapons facilities.

He received the Doctor of Public Health degree from Johns Hopkins University, and Masters Degree in Hospital Administration from the Medical College of Virginia. He is an author or editor of more than 100 scientific or technical publications.

**Peter M. Rosene**
Shareholder
Leonard, O’Brien, Spencer, Gayle & Sayer, Ltd.

Peter M. Rosene is a shareholder at LOSGS. Mr. Rosene has served as primary attorney for the firm’s multiemployer fringe benefit fund practice, and specializes in all aspects of ERISA plan compliance. He has 33 years of multiemployer benefit experience.

His current practice focus is representing trustees/fiduciaries in employee benefit plan matters regulated by federal law. He advises on all aspects of federal fiduciary law, including investment contracts and investment monitoring for approximately $1 billion in plan assets, all aspects of federal health care compliance, pension plan design/compliance issues, and vendor contracting.

In four cases in the last several years, the U.S. District Court has appointed Mr. Rosene as an Independent Fiduciary on nomination by the U.S. Department of Labor, to assume the role of fiduciary for distressed or abandoned employee benefit plans under the jurisdiction of the U.S. Department of Labor.

Mr. Rosene is licensed to practice in the State of Minnesota, U.S. District Court for the District of Minnesota, and the U.S. Court of Appeals for the Eighth Circuit. He is a member of the Federal, Minnesota State and Ramsey County Bar Associations, and has served for 18 years as a member of the Ramsey County Bar’s Ethics Committee. He serves on the Training and Education Committee of the International Foundation of Employee Benefits Plan (IFEBP). Mr. Rosene is an Advisory Director on IFEBP’s Board of Directors. In 2013, Mr. Rosene was inducted as a Fellow in the American
College of Employee Benefits Counsel, and honor reserved for the most distinguished and senior employee benefit practitioners in the nation.

Mr. Rosene has been in the creation and operation of a health fair for fund participants in Taft-Hartley health plans. The 2010-2014 health fairs achieved participation of approximately 6,000 individuals per year, making it one of the largest union family events in the nation.

He is a frequent national speaker on employee benefit and fiduciary law topics, primarily with the IFEBP.

Mr. Rosene graduated from the University of Wisconsin, Madison with a B.S. degree in 1977, and from William Mitchell College of Law with a J.D. degree in 1981.

Consulting Actuary
Horizon Actuarial

Jason Russell is a consulting actuary in the Washington, DC office of Horizon Actuarial. Jason has special expertise in performing interactive modeling for multiemployer plans with respect to the funding requirements under the Pension Protection Act of 2006 and Multiemployer Pension Reform Act of 2014. He is the principal author of Horizon’s annual capital market assumption survey and the annual Multiemployer Plan Landscape report published by the International Foundation of Employee Benefit Plans. Jason is a regular speaker with the International Foundation, and he is a member of the Multiemployer Plans Subcommittee of the American Academy of Actuaries.

He is a graduate from the University of North Carolina at Chapel Hill, a Fellow of the Society of Actuaries, a Member of the American Academy of Actuaries, and an Enrolled Actuary under ERISA.

Joseph Sellers, Jr.
General President
International Association of Sheet Metal, Air, Rail and Transportation Workers

Joseph Sellers, Jr., has risen steadily in his 35 years as an industry professional and union official. A second-generation sheet metal worker, his background includes managing the union and its affiliates at every level as well as many years as a leader in education. Sellers’ foundation in the labor movement reflects values learned from his father, whose deep commitment to the union sheet metal industry spanned 55 years as a member and 30 years as a local union officer.

Sellers started his apprenticeship in 1980 at Local 19 in Philadelphia and became a journeyman four years later. He was elected to the local’s Executive Board in
1994 and was appointed to be Training Coordinator in 1996. In 2002, after serving as a Business Representative for two years, he became Local 19's President and Business Manager.

In August 2009, Sellers was elected to the international leadership as 11th General Vice President. The General Executive Council elected him to serve as the union’s General Secretary-Treasurer (GST) effective July 1, 2011, and, after finalization of the merger of the Sheet Metal Workers and United Transportation Unions, he was unanimously re-elected as GST by delegates to the first SMART General Convention in August 2014. Sellers became SMART's General President May 1, 2015.

During his tenure as an officer at Local 19, Joe also held a number of important union and industry posts. He was president of many groups, including the Pennsylvania State and New Jersey State Councils of Sheet Metal Workers; the Mechanical Trades District Council of Delaware Valley; the Metropolitan Association of Presidents and Business Representatives; and the board of directors for the National Energy Management Institute (NEMI). He also was Secretary/Treasurer of the Mechanical and Allied Crafts Council of New Jersey.

As SMART General Secretary-Treasurer, Sellers led special campaigns to increase outreach and awareness for pension and health care issues, including compliance with the Pension Protection Act and Affordable Care Act. He has held several positions with the AFL-CIO and Building and Construction Trades Department at the national, state, and local levels. He currently serves as chairman of the union’s National Pension Fund and is a trustee for several other national pension and health funds.

Joshua Shapiro is a Senior Actuarial Advisor at Groom Law Group, Chartered. His practice focuses on the design, funding, and administration of multiemployer, single employer, and governmental retirement plans. Mr. Shapiro’s experience includes working with a wide range of organizations to ensure that their retirement programs meet their financial and human resources objectives while complying with the applicable laws and IRS, PBGC and DOL regulations.

Prior to joining Groom, Mr. Shapiro was the Deputy Director for Research and Education at the National Coordinating Committee for Multiemployer Plans. In his role, he was a principal member on the team that spearheaded the legislative effort that resulted in the passage of the Multiemployer Pension Reform Act of 2014. Mr. Shapiro is a frequent speaker and author on multiemployer plan topics, and has testified before the US House of Representatives on the need for comprehensive pension reform.
Carolyn Smith
Counsel
Alston & Bird, LLP

Carolyn brings to her practice a unique blend of technical and policy experience. Prior to joining Alston & Bird, Carolyn was associate deputy chief of staff of the Congressional Joint Committee on Taxation. During her 20+ years on the Joint Committee staff, she was responsible for major health, pension and tax legislation from the Tax Reform Act of 1986 through the Pension Protection Act of 2006. In addition to advising Ways and Means and Finance Committee members and staff, she also worked closely with the U.S. Department of the Treasury, the Internal Revenue Service, the House Education and Labor Committee, the Senate Committee on Health, Education, Labor and Pensions, the Pension Benefit Guaranty Corporation and the Department of Labor.

Carolyn utilizes her substantive background and in-depth experience in the regulatory and legislative process not only to counsel clients on compliance, but also to assist in strategic planning and advocacy in an uncertain and changing regulatory and legislative environment. Her current practice focuses on regulatory, legislative and compliance issues relating to health care, pensions, and tax. Carolyn is the head of Alston & Bird’s tax policy group.

Upon her departure from Capitol Hill, Carolyn was recognized for her service in the legislative arena by then-Ways and Means Chairman Charles Rangel and then-Finance Committee Chairman Max Baucus. She was also recognized by the National Journal as one of the top Congressional tax aides. She has been recognized for her long-time service in the employee benefits field by being inducted by invitation to the American College of Employee Benefits Counsel.

Charles A. Storke
Director
Trucker Huss

Charles Storke joined Trucker Huss as of counsel in early 1996 and has been a director in the firm since 1998. Before that, he spent more than 25 years at Pillsbury Madison & Sutro, where he had been a partner since 1978. He has over 30 years of experience in the employee benefits field, and specializes in representing regional, state-wide and local multiemployer pension and health and welfare plans, including the Western Conference of Teamsters Pension Trust Fund, the largest Taft-Hartley trust in the United States.

With this background, Mr. Storke has developed substantial expertise in evaluating the legal implications of plan investments in the many new...
investment vehicles available to large pension plans; harmonizing the sometimes dissimilar interests of a large body of participants working in a variety of jobs for large and small employers; the criteria trustees may properly use in selecting plan investments (e.g., “social investing,” union versus nonunion companies); reconciling the diverse and sometimes conflicting perspectives, interests and opinions of the individual trustees so they can reach a collective decision that conforms to the fiduciary standards of the governing law; overcoming the inherent conflicts that arise when trustees are selected by contributing employers and union bargaining representatives (these same trustees, when not wearing their fiduciary hats, often meet each other as adversaries across a collective bargaining table).

Mr. Storke is an expert on fiduciary liability insurance coverage issues; his reputation and many years of experience have also proved invaluable in obtaining and preserving fiduciary liability insurance for Taft-Hartley trustees at a reasonable cost. He has considerable knowledge and experience with tax-qualification and other Internal Revenue Code issues for multiemployer pension plans, particularly those covering non-bargaining unit employees of contributing employers.

He has participated in the development of innovative managed health care programs for several multiemployer plans covering thousands of forest products and food processing workers in the western United States and has assisted those plans in evaluating the legal risks associated with the implementation of aggressive cost-containment programs. He has been instrumental in designing and implementing a hybrid defined benefit-defined contribution multiemployer pension plan structure that gives Taft-Hartley trustees wide flexibility in maintaining negotiated pension levels while providing significant allocations to individual accounts for participants.

Mr. Storke has advised plan sponsors on the fiduciary responsibility and prohibited transaction issues involved in a variety of single customer and pooled investment arrangements. He has represented plan fiduciaries in connection with Department of Labor and Internal Revenue Service audits and federal court litigation under ERISA, and has represented multiemployer pension plans in defending challenges to the enrolled actuary’s determination of unfunded vested benefits liabilities in connection with employer withdrawal liability assessments under the Multiemployer Pension Plan Amendments Act of 1980. He has counseled trustees of financially troubled pension plans on their responsibilities under the funding provisions of the Pension Protection Act and the parties who sponsor those plans on the implications of those funding requirements for their labor negotiations. He was directly involved in crafting the multiemployer funding relief provisions of the Pension Relief Act of 2010.
William T. Sweeney, Jr.  
Administrator  
Plumbers and Pipefitters National Pension Fund

Mr. Sweeney serves as the Administrator for the Plumbers and Pipefitters National Pension Fund located in Alexandria, Virginia. He is responsible for the overall management of the Trust Fund’s day-to-day operations covering in excess of 160,000 plan participants.

Mr. Sweeney is a 47-year member of the united Association, having served a five-year apprenticeship and is a member of the Steamfitters Local Union 420 in Philadelphia, Pennsylvania.

Prior to his current position, he served for many years as Plan Administrator and, previous to that, various positions as an officer for his home local union.

Mr. Sweeney is a current member and past President of both the Delaware Valley Administrators Council and the Eastern Pennsylvania Administrators Association and also founding and current officer of the Delaware Valley Health Care Coalition. He also previously served on the Administrators’ Committee for the International Foundation.

He has attended Widener University and St. Joseph’s University in Philadelphia, Pennsylvania.

Mr. Sweeney also serves as a member of both the Steering and Working Committees for the National Coordinating Committee of Multiemployer Plans.

Monte Tarbox  
Executive Director, Investments  
National Electrical Benefit Fund

Monte Tarbox is the Executive Director, Investments for the National Electrical Benefit Fund (NEBF) which provides pension benefits to IBEW members and the electrical industry nation-wide. NEBF has over 500,000 participants, over 9,000 contributing employers and assets of $12 billion. At NEBF, Monte is responsible for the investment program, including asset allocation, investment policy and oversight of external investment managers. Monte has over 25 years of experience as an investment officer and advisor serving multi-employer pension funds and other institutional investors in the United States and Australia.

Prior to joining NEBF, Monte was CIO at the IAM National Pension Fund in Washington. Previous experience included five years with Industry Funds Management (IFM), a global investment firm that is wholly owned by over 30 Australian superannuation (pension) funds. Monte was responsible for working with North American institutional clients in the IFM Global
Infrastructure Fund. Monte has held senior positions with investment consulting firms in Chicago, Washington, and Melbourne, Australia. During his consulting career, Monte did extensive work in capital markets research, asset allocation, investment policy, manager structure and research, brokerage analysis, corporate governance and performance evaluation. Monte also spent two years as the Executive Director of the AFL-CIO Center for Working Capital where he developed a trustee training and education program and created a trustee curriculum on fiduciary duty and investment responsibilities.

Monte has a BA from Carleton College (Magna cum laude) and an MBA from the University of Chicago with a specialization in finance. He also holds the Certified Employee Benefits Specialist designation awarded by the International Foundation of Employee Benefits Plans and Wharton School of the University of Pennsylvania. Monte lives in Silver Spring, MD with his wife and three daughters.

Jeffrey W. Werner
Executive Director
New England Carpenters Benefit Funds

Mr. Werner is Executive Director of the health benefit, pension, annuity and vacation funds serving members under the jurisdiction of the New England Council of Carpenters. He has worked in multiemployer plan administration since 1999. Additionally, Mr. Werner has over 20 years of experience in health insurance and managed care, including senior management positions with BlueCross BlueShield of Western New York, Kaiser Permanente, and in the field of managed mental health.

He has a BA from State University College of New York at Genesso and he also completed course work at the Wharton School of Business.

Daniel F. Westerheide
Senior Vice President
Asset Liability Modeling Practice Leader
Segal Rogerscasey

Mr. Westerheide is a Senior Vice President and ALM Practice Leader in Segal Rogerscasey’s Boston office with nearly 20 years of experience in pension consulting. He is the lead consultant for many clients, and is responsible for initiating projects to enhance the firm’s asset liability strategies and capabilities.

Mr. Westerheide specializes in asset liability strategies for defined benefit pension plans and is expert in capital markets theory and the application of capital markets modeling. As a leading practitioner in asset liability modeling (ALM), he has aided clients in implementing many cutting-edge risk management techniques such as synthetic duration and dynamic asset
allocation. Mr. Westerheide’s clients include the Olin Corporation, Philips Electronics and Anheuser-Busch InBev.

Mr. Westerheide is a member of several teams and units within the firm, including the capital markets research group, Segal’s Live Modeling Task Force, and the ALM Strategies and Techniques Training team. He also works closely with the company’s National Retirement Practice Leader.

Mr. Westerheide joined The Segal Company in 2006 when Irwin Tepper Associates, Inc. was acquired by The Segal Group. He was named a Vice President in 2007. In 2010, Mr. Westerheide was named ALM Practice Leader for Segal Rogerscasey. He was also previously employed by Towers Perrin.

Mr. Westerheide graduated from the University of Michigan with a BS in Actuarial Science. He is a primary author of the following articles on investment strategies:


Lori Wood
Executive Director
Sheet Metal Workers National Benefit Fund

Lori Wood is the Executive Director of the Sheet Metal Workers National Benefit Fund, a $4 billion, labor-management defined benefit pension plan with approximately 140,000 participants nationwide.

Ms. Wood has 24 years of experience working with benefit plans, plan sponsors and organized labor. She holds a Bachelor’s Degree in in Business Administration. She began her career with the Service Employees International Union (SEIU) as a field auditor. After three years, she moved to the SEIU benefit plans. In 1999, she became the Administrative Director of Benefits where she managed multiple retirement plans and health plans. From 2002, through 2013, she served several senior management roles for SEIU and its funds, including Deputy Chief of Staff and Human Resources Manager.

Most recently, Ms. Wood has been at the Children’s Defense Fund where she served as Vice President for Field and acting Chief Operating Officer for the last two years before joining the Sheet Metal Workers National Benefit Fund.

Ms. Wood also holds CEBS and RPA designations from the International Foundation of Employee Benefit Plans.