

Western Benefits Conference

The Best of Both Worlds

July 18-20, 2010

The Best of Both Worlds • The Best of Both Worlds • The Best of Both Worlds



JW Marriott Los Angeles, L.A. LIVE
Los Angeles, CA

www.westernbenefits.org

HIGHLIGHTS INCLUDE:

New!! Conference Schedule Begins With Sessions on Sunday and Ends on Tuesday

New!! Brand New Hotel and Conference Facility

- Sessions for Plan Sponsors, Attorneys, Consultants, Health & Welfare Professionals, Actuaries, Investment Advisors and TPAs
- Keynote Address by Phyllis C. Borzi, Assistant Secretary, EBSA, US Department of Labor
- Keynote Address by Jerry Nickelsburg, Senior Economist, UCLA Anderson School of Management
- IRS Question and Answer Sessions for Defined Contribution and Defined Benefit Plans
- Exhibit Hall with Vendors Showcasing the Latest Products and Services
- Networking Opportunities

ABOUT THE CONFERENCE

The Western Benefits Conference is a joint event, combining WP&BC's Annual Meeting and ASPPA's Summer Conference to provide two great conferences in one! This conference has been designed with all retirement, health, welfare and benefits professionals in mind, with particular emphasis on practical issues important to plan sponsors and their advisors. The Western Benefits Conference offers an ideal opportunity for dialogue with nationally-renowned speakers and government representatives. Private sector experts and government officials will share their knowledge and skills, as well as solicit your input on a variety of issues. You will learn from the best in the business and can share experiences with your peers. Sessions will address the latest industry developments to keep you current in this ever-changing field!

WESTERN PENSION & BENEFITS CONFERENCE



Founded in San Francisco in 1954 to address the educational needs of pension and employee benefits professionals, the WP&BC is the premier organization for this dynamic field in the Western United States. WP&BC has grown to 1,750 members in 13 chapters throughout the Western Continental United States and Hawaii. The purpose of the Western Pension & Benefits Conference is to exchange information, advance knowledge and education and foster sound principles, procedures and practices in the field of pensions and other employee benefit plans.

AMERICAN SOCIETY OF PENSION PROFESSIONALS & ACTUARIES



Since its inception in 1966, ASPPA has been integral in preserving, shaping and enhancing our nation's employer-sponsored retirement plan system. Through its influential presence in Washington, DC and its dynamic yet intensive credentialing and continuing education programs, ASPPA has become the prominent voice in the retirement plan industry. ASPPA is the only organization comprised exclusively of retirement plan professionals that actively advocates for legislative and regulatory changes to expand and improve the private pension system. ASPPA's elite membership has grown to over 7,500 retirement plan professionals who have chosen to be among the most dedicated in the industry.

EXHIBIT HALL

Vendor partners will showcase the essential products and services for plan sponsors and plan practitioners. The exhibit hall is a terrific way to quickly keep in touch with the latest industry developments. The Sunday and Monday evening receptions, breakfast and beverage breaks will all be held in the exhibit hall to give you an opportunity to meet with the exhibitors and sponsors. In addition, the exhibitors will join us for lunch each day, providing yet another networking opportunity.

EXHIBIT HALL HOURS

Sunday, July 18 5:30 p.m. – 7:00 p.m.
 Monday, July 19 7:30 a.m. – 6:30 p.m.
 Tuesday, July 20 7:30 a.m. – 3:30 p.m.

Thank You!

**To all our 2009 Western Benefits Sponsors & Exhibitors for their support!
 Please visit our Web site www.westernbenefits.org for the current 2010 listing.**

PLATINUM



GOLD



SILVER



BRONZE



SUPPORTER SPONSOR

Altman & Cronin Benefit Consultants, LLC

EXHIBITORS

Actuarial Systems Corporation (ASC)
 Anton Collins Mitchell, LLP
 BCG Terminal Funding Company
 Chang Ruthenberg & Long, PC
 Charles Schwab
 Colonial Surety Company
 DATAIR Employee Benefit Systems, Inc.
 First Mercantile
 ftwilliam.com
 IRS-Employee Plans

Janus Capital Group
 Lincoln Financial Group
 Manning & Napier Advisors, Inc.
 Matrix Financial Solutions
 Millenium Trust Company
 Newkirk Products, Inc.
 PenChecks, Inc.
 Prudential Retirement
 TD Ameritrade

NETWORKING RECEPTIONS

SUNDAY WELCOME RECEPTION

5:30 p.m. – 7:00 p.m.

Join your colleagues in the exhibit hall where you will walk the red carpet and be treated like celebrities to kick off the 2010 Western Benefits Conference! Mingle with the vendors under the bright lights and flashing bulbs of the paparazzi!

MONDAY NETWORKING RECEPTION

5:00 p.m. – 6:30 p.m.

This is yet another opportunity to network with your peers while visiting and learning from the vendors.

THANK YOU TO THE CONFERENCE COMMITTEES FOR PUTTING TOGETHER AN OUTSTANDING PROGRAM!

STEERING COMMITTEE

ASPPA Co-Chair, Ellen Houston, QPA, QKA, Sentinel Benefits & Financial Group, Reading, MA
WP&BC Co-Chair, Bruce L. Ashton, Esq., APM, Reish & Reicher, Los Angeles, CA
Heather Abrigo, APM, Reish & Reicher, Los Angeles, CA
Michael T. Anderson, Finestone Partners/Raymond James Financial Services, Inc., Beverly Hills, CA
Melanie K. Curtice, Stoel Rives LLP, Seattle, WA
Constance M. Hiatt, Altman & Cronin Benefit Consultants, LLC, San Francisco, CA
Petros P. Koumantaros, QPFC, Spectrum Pension Consultants, Inc., Tacoma, WA
Kyla Marie Keck, CPC, QPA, QKA, Retirement Plan Consultants, Inc., Knoxville, TN
Tom Munson, Price, Raffel & Browne Administrators, Inc., Los Angeles, CA
Adam C. Pozek, QPA, QKA, QPFC, Sentinel Benefits & Financial Group, Reading, MA
Joanne Lawrence Smith, CMP, ASPPA, Arlington, VA
Ronald J. Triche, Trucker Huss, APC, San Francisco, CA

PROGRAM COMMITTEE

ASPPA Co-Chair, Ellen Houston, QPA, QKA, Sentinel Benefits & Financial Group, Reading, MA
WP&BC Co-Chair, Michael T. Anderson, Finestone Partners/Raymond James Financial Services, Inc., Beverly Hills, CA
Heather Abrigo, APM, Reish & Reicher, Los Angeles, CA
Bruce L. Ashton, Esq., APM, Reish & Reicher, Los Angeles, CA
Bruce A. Baldwin, KPMG LLP, Los Angeles, CA
Gregory D. Burnett, Wells Fargo Bank N.A., Salt Lake City, UT
Vincent Cacciottoli, Garvey Schubert Barer, Portland, OR
Alison Smith Fay, Boutwell Fay, LLP, Irvine, CA
Constance M. Hiatt, Altman & Cronin Benefit Consultants, LLC, San Francisco, CA
David N. Heap, Fennemore Craig, PC, Phoenix, AZ
Kyla Marie Keck, CPC, QPA, QKA, Retirement Plan Consultants, Inc., Knoxville, TN
Petros P. Koumantaros, QPFC, Spectrum Pension Consultants, Inc., Tacoma, WA
Lisa McCargar, Perry-Smith, LLP, Sacramento, CA
Tom Munson, Price, Raffel & Browne Administrators, Inc., Los Angeles, CA
Marianne S. Nelson, Escondido, CA
Adam C. Pozek, QPA, QKA, QPFC, Sentinel Benefits & Financial Group, Reading, MA
Joanne Lawrence Smith, CMP, ASPPA, Washington, DC
Susan I. Taylor, QKA, URS Corporation, Boise, ID
Ronald J. Triche, Trucker Huss, APC, San Francisco, CA
Mark Zoltay, Principal Financial Group, Denver, CO

SUNDAY, JULY 18, 2010

2:00 p.m.

Introductions and Presidents' Welcome

Sheldon H. Smith, Esq., APM, Holme Roberts & Owen LLP, Denver, CO, ASPPA President
Melanie K. Curtice, Stoel Rives LLP, Seattle, WA, WP&BC JCOP President

2:10 p.m. – 3:50 p.m.

General Session 1: Washington Update **c e**

How will developments in the Nation's Capital influence the design and administration of retirement and other benefit plans? What do the new rules mean and what additional developments should we expect? Join this session as ASPPA addresses issues of great concern to retirement plan professionals.

Joe Canary, US Department of Labor, Washington, DC
Brian H. Graff, Esq., APM, ASPPA, Arlington, VA

3:50 p.m. – 4:00 p.m.

Beverage Break

4:00 p.m. – 5:15 p.m.

Concurrent Sessions

Workshop 1: Participant Investment Advice: What is Permitted? **n e A**

Attorneys • Investment Advisors • Plan Sponsors

This presentation will be considered advanced and will include a discussion of the new advice regulations (if any), pre-existing guidance such as SunAmerica, proposals in Congress and an explanation of the differences between investment education and advice.

Thomas R. Hoecker, Snell & Wilmer, LLP, Phoenix, AZ

Workshop 2: How to do a DB Valuation Under PPA – Part 1 of 2 – A Look Inside the Numbers **c e A**

Actuaries

Join us for a practical review of the basic calculations and procedures used to perform DB Valuations under PPA law and regulations. What benefits belong to the past (funding target), to the present (target normal cost) and pushed into future funding (amortizations)? Are these assets the right ones or need to be adjusted? What assumptions are required and what can be elected by whom and by when? What are the differences between beginning and end of the year valuations? In Part 1, we will focus on obtaining this session, and in Part 2 that follows later, we will break down

the numbers that go into advising the client and certifying what needs to be certified.

Lawrence Deutsch, MSPA, COPA, Larry Deutsch Penguin Consulting and Design, Fallbrook, CA

Workshop 3: Observations from the Trenches: Understanding the Misconceptions and Obstacles for Potential Consumers of Long Term Care Insurance **n**
Consultants • Plan Sponsors

Despite the well documented fact that 65 year olds will have a one in two chance of needing long term care during their lifetime, the reality is that remarkably few of those who would benefit have purchased long term care insurance. The panel will discuss consumer misunderstandings regarding health care insurance coverage, behaviors regarding spending and other myths and realities regarding long term care. Responses to obstacles in purchasing insurance will also be addressed.

Fo Burke, United Healthcare, San Francisco, CA
Bunni Dybnis, LivHOME, Inc., Los Angeles, CA

Workshop 4: 2010 and Changing Demographics: Preparing for the Baby Boomers' Workforce Participation – Changes and Revisions to Total Rewards **nc e**

Consultants • Plan Sponsors • TPAs

The aging of the workforce shows that the US has 78 million baby boomers who are now experiencing late career work participation decisions as they plan for retirement and workforce participation changes. The effects of their decisions will require changes in pay, benefit, reward and recognition programs. During this session, we will explore the size and scope of the changes ahead and review recommendations for both new programs and management tools that align to promote engagement and workforce retention.

Jeffrey L. Johnson, Workforce Planning & Rewards Consultancy, Shoreline, WA

Workshop 5: How to Feed and Care for Your 403(b) Plan Post Final Regulations **nc e**

Actuaries • Attorneys • Consultants • Investment Advisors • Plan Sponsors • TPAs

Challenges for plan sponsors continue to surface in the non-ERISA segment of the 403(b) market as efforts continue to fit individual annuity contracts and custodial accounts into a new plan environment. This session will focus on those

JBEA Credit Information

- c** Core JBEA CPE Credit
- nc** Non-Core JBEA CPE Credit
- n** No JBEA CPE Credit

- p** Professionalism/Ethics Credit
- e** ERPA Credit

LEVEL

- A** Advanced

SUNDAY, JULY 18, 2010 (cont.)

challenges and best practices being adopted by the 403(b) industry (sponsors, TPAs, product & investment vendors and consultants) to help smooth the way. The latest updates from the IRS and the DOL (for employers that are not ERISA exempt) will be offered to the attendees and a brief Q&A will be offered at the end of the presentation.

Eleanor A. Lowder, TGPC, TSA Consulting and Training, Tucson, AZ

Cheryl Press, Internal Revenue Service, TE/GE, Washington, DC

5:30 p.m. – 7:00 p.m.

Welcome Reception in the Exhibit Hall

Walk the red carpet to join your colleagues in the exhibit hall where you will all be treated like celebrities to kick off the 2010 Western Benefits Conference! Mingle with the vendors under the bright lights and flashing bulbs of the paparazzi! Guest tickets may be purchased for \$50/ticket (see registration form).

7:00 p.m. – 9:00 p.m.

WP&BC Special Event at Lucky Strike

WP&BC members, prospective WP&BC members and guests are invited to a special Sunday evening event at L.A. Live's Lucky Strike. Bowl, shoot pool, enjoy drinks and hors d'oeuvres, catch-up with colleagues and meet new people!! Space is limited to the first 100 that register!! Tickets are required and cost \$60/person (see registration form).

MONDAY, JULY 19, 2010

7:30 a.m. – 8:30 a.m.

Breakfast in the Exhibit Hall

8:30 a.m. – 9:45 a.m.

Concurrent Sessions

Workshop 6: Where Did Everyone Go? A Guide to Partial Plan Termination c e A

Actuaries • Attorneys • Consultants •

Investment Advisors • Plan Sponsors • TPAs

Come to this session to learn how to determine if a plan has suffered a partial termination and the consequences of falling into this situation. Case studies will be included. Technical enough for participants, but practical enough for plan sponsors.

Beth K. Harrington, Benefit Resources, Inc., Sacramento, CA

Workshop 7: Coming Soon To a Plan Near You: The Future of Retirement Policy nc e

Actuaries • Attorneys • Consultants •

Investment Advisors • Plan Sponsors • TPAs

The recent economic downturn has prompted many questions about retirement income adequacy. Is the 401(k)

MONDAY, JULY 19, 2010 (cont.)

plan enough? Should annuities be mandated? Can we encourage more workers to save more and spend less while still spurring economic recovery? How will healthcare reform impact the debate? As co-chair of Groom Law Group's Policy and Legislation Group and former Benefits Tax Counsel, Mr. Sweetnam will share his insights into these questions and the future of retirement policy.

William F. Sweetnam, Jr., Groom Law Group Chartered, Washington, DC

Workshop 8: Electronic Filing with EFAST2 c e

Consultants • Plan Sponsors • TPAs

July 31 is quickly approaching and filers are getting their first experiences with the new EFAST2 system. During this session, we will take a look at what's working well and what is confusing preparers and plan sponsors. Come share your experiences and learn tips for getting those filings off your to-do list.

Janice M. Wegesin, CPC, QPA, JMW Consulting, Inc., Petoskey, MI

Workshop 9: Cash Balance Plan Design c e A

Actuaries

What is a market rate of return? And what are the rules of the road for hybrid plans? We might have guidance on these concepts by the opening bell of this session! We'll survey the available guidance and suggest best practices, along with potential tricks and traps, for cash balance plans. This will include a discussion of crediting rates, non-discrimination implications, valuation issues and plan designs for partnerships and other professional groups.

Kevin J. Donovan, MSPA, COPA, Pinnacle Plan Design, LLC, Tucson, AZ

Andrew W. Ferguson, MSPA, COPA, Altman & Cronin Benefit Consultants, LLC, San Francisco, CA

Workshop 10: Now How Much Would You Pay? Fee Disclosure Under 408(b)(2) nc e A

Attorneys • Consultants • Investment Advisors • Plan Sponsors • TPAs

This session will include an update on fee disclosure under section 408(b)2 of ERISA including changes in the marketplace; DOL and industry efforts to educate employers and employees; issues under consideration by the DOL and Congress; and issues arising out of target date funds, use of collective trusts, etc. Issues that will be discussed include what fees and what details should be disclosed to participants; what disclosure should a plan sponsor require from providers and why is the recent focus on fees important. Learn how to assess whether fees are reasonable, what should be disclosed and the educated guesses of what may be required under the final DOL rules or new legislation.

Gary W. Blank, Carlson, Quinn & Associates, Emeryville, CA
Irene F. Gallagher, Esq., APM, Brownstein Hyatt Farber Schreck, LLP, Denver, CO

MONDAY, JULY 19, 2010 (cont.)

9:45 a.m. – 10:15 a.m.

Beverage Break in the Exhibit Hall

10:15 a.m. – 11:30 a.m.

Concurrent Sessions

Workshop 11: Who's the Employee? **C** **E** **A**

Actuaries • Attorneys • Consultants • Plan Sponsors • TPAs

As if employee/independent contractor questions weren't tough enough, retirement plan practitioners also have to address shared employees, self-employed individuals, leased employees and staffing firm workers. This fast-moving presentation will teach you the key issues you need to know to get a handle on this vital area which affects plan administration profoundly.

S. Derrin Watson, APM, SunGard Relius, Goleta, CA

Workshop 12: Here Comes the Judge: Update on ERISA Litigation **C** **E**

Actuaries • Attorneys • Consultants • Investment Advisors • Plan Sponsors • TPAs

This session will provide a review of recent developments in ERISA litigation including 401(k) plan fee cases, indemnifications of ESOP fiduciaries, award of attorney's fees, scrivener's errors in plan documents and employer stock cases.

R. Bradford Huss, Esq., APM, Trucker Huss, APC, San Francisco, CA

Workshop 13: Investments for 401(k)s – Going Beyond the Traditional Core Investments **N** **E**

Attorneys • Investment Advisors • Plan Sponsors

The market events of 2008 and 2009 have called into question the assumptions that underlie both the vast majority of 401(k) education materials as well as the strategies that are used to create 401(k) investment menus. There is now a great deal of interest in finding alternative approaches to reducing participant market risk and protecting and/or guaranteeing retirement income. This presentation takes a look at the investment industry's response to these market demands and analyzes the pros and cons of products now available and under construction from both a fiduciary and philosophical standpoint.

Bud Green, MJM 401k, LLC, Phoenix, AZ

Workshop 14: How to do a DB Valuation Under PPA – What to do with the Numbers – Part 2 of 2 **C** **E** **A**
Actuaries

This session is part 2 of our look at performing valuations under PPA. This session will focus on what to do with the results of the valuation – including minimum, maximum and recommended contributions and AFTAP certifications. We will look at elections that effect contributions and certifications. Are other things at risk besides our piece of mind?

Lawrence Deutsch, MSPA, COPA, Larry Deutsch Penguin Consulting and Design, Fallbrook, CA

Workshop 15: Welfare Benefits Design, Funding and Regulation Update **NC**

Attorneys • Consultants • Plan Sponsors

During this session, we will discuss compliance issues for 2010, including HIPAA, HITECH, mental health parity, GINA, Michelle's Law, final cafeteria plan regulations (if issued) and Federal Health Care Reform.

Kevin Knopf, Office of Associate Chief Counsel, Internal Revenue Service, Washington, DC
Jeremy Pelphrey, Brucker & Morra, APC, Los Angeles, CA

11:45 a.m. – 1:30 p.m.

Lunch with Keynote Speaker **N**
(dessert served in the exhibit hall)

Phyllis C. Borzi, Assistant Secretary, EBSA, US Department of Labor, Washington, DC

1:45 p.m. – 3:00 p.m.

Concurrent Sessions

Workshop 16: Executive Compensation – What's Next? **NC** **A**

Attorneys • Consultants • Plan Sponsors • TPAs

Legislative, judicial, and regulatory changes during 2009 and 2010 have brought executive compensation, perks and deferred compensation arrangements under harsh spotlights. Bonuses, supplemental retirement perks, fringe benefits, TARP bailouts and corporate jets have focused more scrutiny by taxpayers and shareholders on executive compensation practices. Where will the next steps lead? Will effective limits be imposed? Where can we expect the latest wave of compensation issues to land? Dan Hogans,

JBEA Credit Information

- C** Core JBEA CPE Credit
- NC** Non-Core JBEA CPE Credit
- N** No JBEA CPE Credit

- P** Professionalism/Ethics Credit
- E** ERPA Credit

LEVEL

- A** Advanced

MONDAY, JULY 19, 2010 (cont.)

one of the authors of Code Section 409A and the underlying regulations, examines current compensation guidelines and addresses issues likely to arise in connection with the wave of executive comp backlash.

*Daniel Hogans, Morgan, Lewis & Bockius, LLP,
Washington, DC*

**Workshop 17: Dependent Eligibility Audits –
What’s in Your Health Plan? n**

Consultants • Plan Sponsors

This is a case study of one company’s dependent eligibility audit – how it was handled, what was discovered and the surprising results (surprising to the company!). By the end of the session, you may want to rethink your company’s need to conduct such an audit.

Penny Plante, Milliman Inc, Seattle, WA

**Workshop 18: 401(k) Fiduciary Safe Harbors:
What are They and Do They Work? nc e A**

**Actuaries • Attorneys • Consultants •
Investment Advisors • Plan Sponsors • TPAs**

ERISA sections 404(c), 404(c)(5) and 3(38) are often referred to as “fiduciary safe harbors.” And, there are provisions in ERISA which provide protections to fiduciaries that approach safe harbor status. What protections do those provisions offer? How do they work? Are they worth it ... is the protection real? This panel discusses those issues and more and provides valuable insights into protections that are available to 401(k) fiduciaries.

*Thomas R. Hoecker, Snell & Wilmer, LLP, Phoenix, AZ
C. Todd Lacey, The (k)larity Group, Athens, GA
C. Frederick Reish, Esq., APM, Reish & Reicher,
Los Angeles, CA*

Workshop 19: DB Funding in the Real World c e A

Actuaries

In this workshop, a panel of actuaries will take a practical approach to pulling together the various aspects of defined benefit funding by analyzing real-life funding situations they have encountered in practice. The panelists will discuss the interaction of minimum funding, maximum deductible levels, traditional or cash balance plans and 436 or other related issues that need to be considered simultaneously.

*Kevin J. Donovan, MSPA, COPA, Pinnacle Plan Design, LLC,
Tucson, AZ
Andrew W. Ferguson, MSPA, COPA, Altman & Cronin Benefit
Consultants, LLC, San Francisco, CA
Thomas J. Finnegan, MSPA, COPA, CPC, QPA,
The Savitz Organization, Inc., Philadelphia, PA
Pamela C. Means, MSPA, COPA, QPA, QKA, Means &
Associates, LLC/ERISA Compliance Associates, LLC,
San Diego, CA*

**Workshop 20: DC Plan Conversions –
Look Before You Leap n e A**

**Actuaries • Attorneys • Consultants •
Plan Sponsors • TPAs**

Going from one vendor to another ... what traps might you fall into along the way? Our speakers will share some lessons learned from guiding their clients through this complex process and provide tips for success.

*Jill M. Kleiner, Towers Watson, San Francisco, CA
Martha L. Tejera, Tejera & Associates, LLC,
Bainbridge Island, WA*

**3:00 p.m. – 3:30 p.m.
Beverage Break in the Exhibit Hall**

**3:30 p.m. – 4:45 p.m.
Concurrent Sessions**

Workshop 21: Aggregation Aggravation c e A

**Actuaries • Attorneys • Consultants •
Plan Sponsors • TPAs**

“Who’s the employer” questions are always troubling. Controlled groups, common control groups, affiliated service groups and management function groups form a bewildering array of situations plan practitioners must understand and apply. New regulations have only added to the difficulties of handling aggregated employers.

Let Derrin Watson, the man who “wrote the book” on the subject, guide you through the maze, with the clear examples and humor that always characterize his presentations.

S. Derrin Watson, APM, SunGard Relius, Goleta, CA

**Workshop 22: How to Turn Benefits from M&A from
M&Ahem to M&Agnificent nc e A**

Consultants • TPAs

When one company acquires another, the benefit ramifications are extensive and the HR departments of both the buyer and seller are commonly thrown into a whirlwind as a result. Many of the problems arise from a lack of experience with M&A benefits issues on the part of both companies, as well as a lack of preparation for the changes that must take place. However, with proper information flow, planning and creativity, the M&A process can be controlled and productive. Join lawyer Ilene Ferenczy and client Michelle Esser of WesCorp for a discussion of how things can go wrong...and how they can go right.

*Michelle Esser, WesCorp FCU, San Dimas, CA
Ilene H. Ferenczy, Esq., CPC, The Law Offices of
Ilene H. Ferenczy, LLC, Atlanta, GA*

**Workshop 23: What’s in Your Wallet? Risk
Measurement in Underlying Investments n A**

Attorneys • Investment Advisors • Plan Sponsors

Erik Daley, Multnomah Group, Inc., Portland, OR

MONDAY, JULY 19, 2010 (cont.)

Workshop 24: Completing the New Schedule B

c e

Actuaries

This session will focus on the new funding standards for single employer plans. Topics will include calculating the Target Normal Cost, developing the Funding Target, Maintaining Prefunding Balances and coping with the Funding Target Attainment Percentage rules.

Steven R. Matthews, MSPA, Matthews, Gold, Kennedy & Snow, Inc., Phoenix, AZ

Workshop 25: Retirement Income Adequacy – How Behaviors and Assumptions Must Change

nc e

Actuaries • Attorneys • Consultants •

Investment Advisors • Plan Sponsors • TPAs

Expectations for retirement - when it starts and what it looks like - are changing for many Americans. In fact, those expectations were changing long before the current economic downturn. With the ongoing demise of defined benefit plans, Americans need new strategies to help prepare for and manage retirement income needs. We'll review retirement expectations, new strategies and products for retirement income and discuss the critical role we all play in helping participants put realistic plans in place to meet their retirement income needs in the face of the "new retirement." Finally, we'll address fiduciary and regulatory concerns and developments, including recommendations for balancing employee demands for income guarantees, with legitimate employer concerns about accepting fiduciary risk.

Jon C. Chambers, Schultz Collins Lawson Chambers, Inc., San Francisco, CA

Dean D. Kohmann, Charles Schwab, Richfield, OH

5:30 p.m. – 6:30 p.m.

Networking Reception in the Exhibit Hall

TUESDAY, JULY 20, 2010

7:30 a.m. – 8:30 a.m.

Breakfast in the Exhibit Hall

8:30 a.m. – 9:45 a.m.

Concurrent Sessions

Workshop 26: Cash Balance Plan Design—After the Honeymoon

c e

Actuaries

Kevin J. Donovan, MSPA, Pinnacle Plan Design, LLC, Tucson, AZ

Andrew W. Ferguson, MSPA, COPA, Altman & Cronin Benefit Consultants, LLC, San Francisco, CA

Workshop 27: The Employee Plans Compliance Resolution System (EPCRS): The IRS's Path to Forgiveness

c e A

Attorneys • Consultants • Plan Sponsors • TPAs

This interactive session will cover how to resolve plan qualification problems using the IRS' three-part correction program collectively known as EPCRS and explain the program's most recent updates. This presentation will describe how disqualifying defects can be solved creatively by working with the IRS and suggest how to present corrections in a manner that affords the best chance for acceptance by the IRS. The focus will be on real life situations. The learning process will be enhanced with a look at case studies and with audience interaction. Bring your questions concerning EPCRS and get practical answers!

Marcel P. Weiland, Chang Ruthenberg & Long, Folsom, CA

Workshop 28: Benchmarking Service Providers

n

Actuaries • Attorneys • Consultants •

Investment Advisors • Plan Sponsors • TPAs

DOL has told us what they expect: "Employers are held to a high standard of care...among other things, this means that employers..." must have a prudent process, reasonable fees, well-monitored investments. There's more; and guidance from the DOL should be our starting point for determining how best to benchmark providers. But official guidance is just the tip of the iceberg. This session explores provider benchmarking from two angles: what does the official guidance say and what are some innovative—and not well-known—tips for digging deep. Topics include: hidden costs, float, special considerations for separate accounts and collective trusts, nuances of fiduciary status, weaknesses of

JBEA Credit Information

- c** Core JBEA CPE Credit
- nc** Non-Core JBEA CPE Credit
- n** No JBEA CPE Credit

- p** Professionalism/Ethics Credit
- e** ERPA Credit

LEVEL

- A** Advanced

TUESDAY, JULY 20, 2010 (cont.)

the current DOL model fee disclosure and how to overcome them, new ways of looking at fixed accounts, asset safety and more. Learn why your spreadsheets are way too long, what's missing and what no spreadsheet can capture.

Jon C. Chambers, Schultz Collins Lawson Chambers, Inc., San Francisco, CA

Peter K. Swisher, CPC, QPA, Unified Trust Company, NA, Lexington, KY

Workshop 29: The Risk of Fraud in Employee Benefit Plans ^{nc e}

Attorneys • Consultants • Plan Sponsors • TPAs

With the recent economic situation, there is an elevated risk that fraud may occur in an employee benefit plan. This session will highlight how fraud occurs in plans, warning signs and controls that sponsors can put in place to mitigate the risk of fraud. The Fraud Triangle will be discussed as well as real life examples.

Bertha Minnihan, Mohler, Nixon & Williams, CPAs, Campbell, CA

Tom Perry-Smith, Perry-Smith LLP, Sacramento, CA

Workshop 30: Disclosing Fees on the New Schedule C ^c

Consultants • Plan Sponsors • TPAs

Form 5500 preparers understandably are focused on familiarizing themselves and their clients with the requirements of mandatory electronic filing (EFAST2). However, Schedule C may pose a greater challenge to Form 5500 preparers. The DOL has made significant revisions to the Schedule C, requiring expanded reporting of indirect compensation paid to service providers. In this session, we will explain all the changes to the schedule and explain the new terms (including "eligible indirect compensation"). In addition, we will use sample case studies to illustrate how to complete the schedule.

Stephen W. Forbes, Esq., SunGard, Littleton, CO

9:45 a.m. – 10:15 a.m.

Beverage Break in the Exhibit Hall

10:15 a.m. – 11:30 a.m.

Concurrent Sessions

Workshop 31: Surviving IRS/DOL Audits ^{c e}

Actuaries • Attorneys • Consultants • Investment Advisors • Plan Sponsors • TPAs

This session will include practical examples of what to do when the government wants to look at your retirement plan and its operations. The session will address issues you may encounter if the IRS or DOL audits your plan, how to prepare for an audit, who should be involved and how to negotiate a favorable outcome if errors or noncompliance issues are discovered in an audit.

Robert K. Butterfield, Butterfield Schechter, LLP, San Diego, CA

Workshop 32: Case Studies in Ethical Decisions ^{c p e}

Actuaries • Attorneys • Consultants • Investment Advisors • Plan Sponsors • TPAs

Representation of employee benefit fiduciaries, sponsors and plans presents an assortment of ethical issues for practitioners. How far is too far in helping a client weigh the costs and benefits of a certain course of action? Is it always appropriate to rely on client-provided information when asking questions? Can inaction in the face of questionable client conduct pose ethical concerns for practitioners? In this session, the speakers will consider actual scenarios and provide insight into identifying the ethical considerations at play and arriving at an appropriate course of action.

Sheldon H. Smith, Esq., APM, Holme Roberts & Owen LLP, Denver, CO

Sal L. Tripodi, Esq., APM, TRI Pension Services, Highlands Ranch, CO

Workshop 33: Participant Loans: Common Problems & How to Deal with Them ^{c e}

Consultants • Plan Sponsors • TPAs

Loans have become so commonplace in 401(k) plans that plan sponsors and service-providers alike often forget how complicated the loan rules really are.

- What is the difference between a default, a deemed distribution and an offset?
- How do you recordkeep after-tax loan payments made after a deemed distribution?
- Can a plan sponsor allow an active employee to voluntarily discontinue payroll-deduction loan payments?
- Is it possible to re-amortize a loan without re-financing it?

Missing any of one of these details can turn an otherwise valid loan into a prohibited transaction and land the plan in VCP. Come learn real-world solutions to some of the real-world loan problems that confront plan sponsors every day.

Michele Lee, Fox Entertainment Group, Inc., Beverly Hills, CA

Workshop 34: Avoiding Employer Fiduciary Pitfalls of 401(k) and ERISA 403(b) Plans ^{nc e}

Actuaries • Attorneys • Consultants • Investment Advisors • Plan Sponsors • TPAs

Are your ducks in a row? During this session, we will cover not just investments but also the duty to collect amounts due to the plan, dealing with delinquent deferrals, creating prudent processes and making sure your IPS isn't too specific.

Stuart Hack, Sunlin Consulting, LLP, Laguna Woods, CA

TUESDAY, JULY 20, 2010 (cont.)

Workshop 35: Benefit Restrictions Under Section 436

c e A

Actuaries

This session will outline the benefit restriction requirements under IRC Section 436 for underfunded pension plans. The session will include compliance requirements, plan administration and communication options, as well as plan sponsor decisions.

Stephen A. White, Milliman, Inc., Seattle, WA

11:45 a.m. – 1:30 p.m.

Lunch with Keynote Speaker

The Economic Recovery: Will It Take Hold? (dessert served in the exhibit hall)

The U.S. economy has just begun the expansion phase of the business cycle after going through a very deep recession. What will shape the recovery and what will the post recession economy look like? California was a center of home mortgage finance and experienced an acute housing bubble. What can we learn from California's travels through this recession? Will "green" be an engine of substantial new job growth? This talk will focus on the state of the U.S. economy and the prospects for near term growth with an emphasis on these issues and the prospects for robust recovery in real and financial markets.

Jerry Nickelsburg, Senior Economist, UCLA Anderson Forecast

1:45 p.m. – 3:00 p.m.

Concurrent Sessions

Workshop 36: IRS Questions & Answers – Defined Contribution

nc e

Please bring your questions with you, submit them with your registration form or e-mail them to conference@westernbenefits.org.

Ilene H. Ferenczy, Esq., CPC, The Law Offices of

Ilene H. Ferenczy, LLC, Atlanta, GA

Craig P. Hoffman, Esq., APM, ASPPA, Arlington, VA

Sal L. Tripodi, Esq., APM, TRI Pension Services,

Highlands Ranch, CO

Workshop 37: Annual Plan Audits – “What to Expect From Your Audit Firm”

nc e A

Consultants • Plan Sponsors • TPAs

This session will cover how to plan for an effective audit. You will also learn how the audit firm and the outside service providers can work together in completing an audit timely, efficiently and within budget.

Jenisa Marie Gaskin, Burr, Pilger & Mayer LLP, Walnut Creek, CA

Workshop 38: Defining Plan Compensation – What You Need To Know

c e A

Actuaries • Attorneys • Consultants • Investment Advisors • Plan Sponsors • TPAs

There are many definitions of compensation that may be used in the administration of qualified retirement plans. During this interactive session, we will review the options that sponsors have in defining compensation and also the amounts that are required to be considered when testing and determining contributions. Also discussed will be the methods of dealing with post-termination compensation and the potential for unused paid time off to be considered for plan purposes.

Robert M. Kaplan, CPC, QPA, ING, Thornwood, NY

Workshop 39: Evaluating Target Date Funds; Looking Beyond the Numbers

n

Attorneys • Investment Advisors • Plan Sponsors

This session will review the legal and fiduciary landscape affecting plan fiduciaries today. It will also demonstrate a first-of-its-kind tool that consultants can use to help plan fiduciaries categorize, analyze and evaluate target date funds that are best aligned with their specific plan's needs and those of its participants.

Glenn Dial, JPMorgan, New York, NY

Workshop 40: Zen and the Art of Non-Discrimination Testing

c e

Consultants • TPAs

Tired of attending alternative-testing sessions full of esoteric calculations that 1 out of 100 clients will never need or be willing to pay for? Keep your mind and body strong, grasshopper and get ready for a discussion of practical testing methods you can use with all your clients.

- What are the options for carving out certain short-service employees?

JBEA Credit Information

c Core JBEA CPE Credit

nc Non-Core JBEA CPE Credit

n No JBEA CPE Credit

p Professionalism/Ethics Credit

e ERPA Credit

LEVEL

A Advanced

TUESDAY, JULY 20, 2010 (cont.)

- When is the targeted QNEC still a viable option?
- How does shifting really work and when should you use it?

Now, take a deep, cleansing breath as you drift away to your 401(k) happy place.

*Pamela C. Means, MSPA, COPA, QPA, QKA,
Means & Associates, LLC, San Diego, CA*

3:00 p.m. – 3:30 p.m.

Beverage Break in the Exhibit Hall

3:30 p.m. – 4:45 p.m.

Concurrent Sessions

Workshop 41: IRS Questions & Answers – Defined Benefits **c e**

Please bring your questions with you, submit them with your registration form or e-mail them to conference@westernbenefits.org.

*Thomas J. Finnegan, MSPA, COPA, CPC, QPA,
The Savitz Organization, Inc., Philadelphia, PA
Carol Zimmerman, Internal Revenue Service,
Pittsburgh, PA*

Workshop 42: Techniques to Improve DC Plan Participation **nc e A**

Attorneys • Consultants • Investment Advisors • Plan Sponsors • TPAs

While workplace savings plans have proven more successful than IRAs at getting Americans to save, there are opportunities for improvement. Congress may help by mandating automatic enrollment. In the meantime, there are a variety of actions (including automatic enrollment) that plan sponsors can take to increase plan participation rates. We'll set the stage by discussing historical rates by industry and analyzing relevant demographic data. Then we'll explore how certain plan design features and various communication and education methods can impact employee behavior. Come learn proven techniques that companies have implemented to improve employee plan participation and the quality of savings rates.

Jill M. Kleiner, Towers Watson, San Francisco, CA

Workshop 43: Health Reform – Where are we Today? **n**

Actuaries • Attorneys • Consultants • Investment Advisors • Plan Sponsors • TPAs

This session will provide an overview of federal health reform efforts and their potential impacts from the perspective of Intermountain Healthcare. Intermountain Healthcare is one of the organizations singled out by President Obama

and others as a model system that delivers high quality at relatively low cost.

Bill Barnes, Intermountain Healthcare, Salt Lake City, UT

Workshop 44: The Traps and Pitfalls of Automatic Enrollment **nc e**

Attorney/ Consultant/ Investment Advisor/ Plan Sponsor/ TPA

Thanks to the PPA, automatic contribution arrangements have enjoyed the limelight for several years; however, automatic enrollment is not always what it's cracked up to be.

- ADP test results may improve, but will the plan pass?
- Employees who might otherwise ignore the plan might begin saving, but will they assume the automatic enrollment rate is enough?
- Participants may contribute more to the plan, but has the company budgeted for the potential increased match cost?
- Payroll might set up automatic deferrals for 99 out of 100 new employees, but what happens with the "one that got away"?

In this session, we will discuss these and more traps awaiting the unwary plan sponsor.

Jay N. Lubner, QKA, Actuarial Consultants, Inc., Torrance, CA

Workshop 45: Distribution Planning from a Financial Planning Perspective **n**

Actuaries • Attorneys • Consultants • Investment Advisors • Plan Sponsors • TPAs

Most of the research and conversation about distribution planning is focused on the mathematics of how to design the most efficient income stream, but the reality of retirement makes the distribution decision far more complex than can easily be modeled in a chart. We will review factors in the decision process including health, healthcare, long term care, family, taxes, the "spend down" account, the DCI (Dividends, Capital Gains and Interest) account and there will also be an overview of the distribution products market, the incredible variability of outputs based on which assumptions are used, societal longevity trends versus personal longevity expectations, the "right" time to annuitize, how much to annuitize (if at all), risk tolerance versus risk capacity and more. We will explore these concepts through several case studies.

*Peter K. Swisher, CPC, QPA, Unified Trust Company, NA,
Lexington, KY*

4:45 p.m.

Conference Adjourns

JBEA Credit Information

- c** Core JBEA CPE Credit
- nc** Non-Core JBEA CPE Credit
- n** No JBEA CPE Credit

- p** Professionalism/Ethics Credit
- e** ERPA Credit

LEVEL

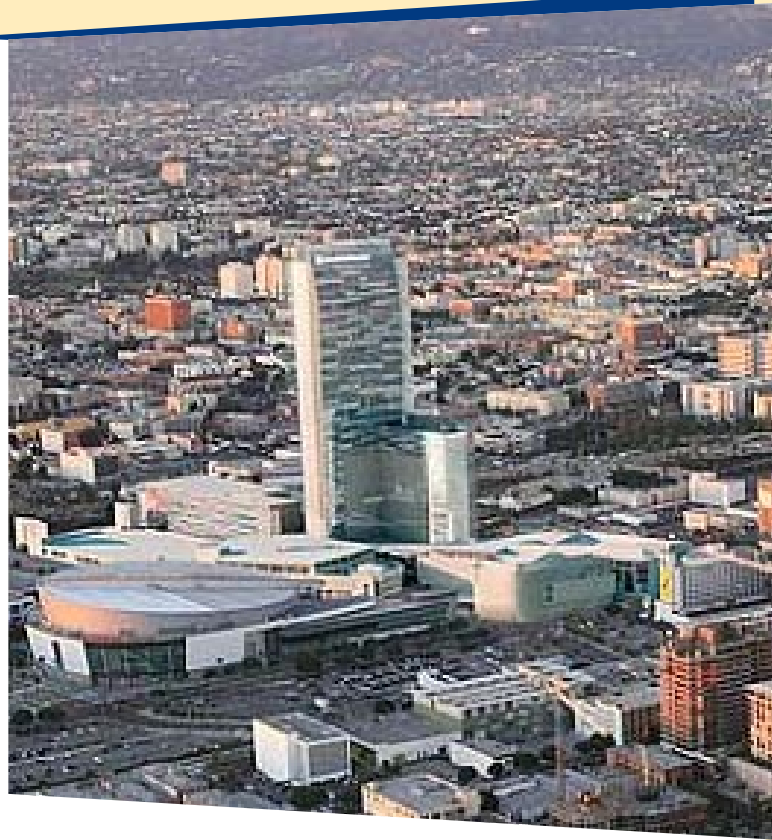
- A** Advanced

CONFERENCE LOCATION AND HOTEL INFORMATION

JW Marriott L.A. LIVE
900 West Olympic Boulevard
Los Angeles, CA 90015
213.765.8600
www.lalivemarriott.com

Room Rates: \$219 single or double
Cut-off date for reservations: June 24, 2010

To make your reservation, call the hotel directly and identify yourself as a Western Benefits Conference attendee. Room blocks fill quickly, so make your reservations early!



METHODS OF REGISTRATION

Choose ONE method. To prevent duplication of payment, send your registration form only once. If you are mailing it, **DO NOT** fax it and vice versa.

ONLINE	www.westernbenefits.org <i>For credit card registration only.</i>
FAX	703.516.9308 <i>For credit card registration only.</i>
MAIL	Mail your completed registration form, including payment to: Western Benefits Conference PO Box 34725 Alexandria, VA 22334-0725 For express/overnight deliveries (FedEx, DHL, etc.) send to: Western Benefits Conference c/o ASPPA 4245 N Fairfax Dr Ste 750 Arlington, VA 22203
E-MAIL	E-mail your scanned registration form(s) and credit card information to conference@westernbenefits.org <i>For credit card registration only.</i>
ON-SITE	Registrations will be accepted on-site at the conference on a space-available basis, at the Registration Desk. Higher registration fees will apply, please see the registration form for applicable fees.

CONFIRMATION

All registrants will receive email confirmation once their registration is processed. Due to the large number of registrants, we cannot confirm receipt over the phone. To receive an immediate confirmation, please register online at www.westernbenefits.org

CANCELLATION POLICY

If a written request for cancellation is received by July 9, 2010, the full registration fee, minus a \$100 processing fee, will be refunded. After July 9, 2010, the registration fee is not refundable, but, with written notification, can be transferred to another individual at any time, even on-site.

CONTINUING PROFESSIONAL EDUCATION

The Western Benefits Conference offers 15.5 hours of ASPPA CPE credit. The conference is designed to provide up to 15.5 JBEA CPE credits for Enrolled Actuaries, with Core and Non-core sessions offered during each time segment, as well as up to 15.5 ERPA CPE credits. The final decision as to the number of JBEA credits rests solely with the Joint Board for the Enrollment of Actuaries (JBEA).

Workshop 32 qualifies for 1.5 ASPPA, ERPA and JBEA ethics/professionalism CPE credits.

For other types of continuing education credit, including CLE, CFP, CPE or state insurance credit, please contact the Western Benefits Conference staff at 703.516.9300 at least 45 days prior to the conference to submit your request for approval. WBC staff will apply for advance approval of the program if the application process and filing fees are not prohibitive. For current continuing education information, visit www.westernbenefits.org.

SESSION MATERIALS/CONFERENCE CD

All session materials (outlines, PowerPoints, etc.) will be available for download two weeks prior to the conference. Registered attendees will receive a password via email with instructions on how to access the materials. All registered attendees will receive a complimentary conference CD after the conference that includes all audio recordings and session materials.

LOS ANGELES AREA INFORMATION

For information on things to do and see in Los Angeles, go to www.discoverlosangeles.com.

DISCLAIMER

The statements and materials presented at the Western Benefits Conference are solely the opinions of the speakers and do not represent the opinion or the position of either ASPPA or WP&BC. ASPPA and WP&BC do not assume any responsibility for the contents of the statements and materials presented.

QUESTIONS

For more information, contact the Western Benefits Conference staff at 703.516.9300 or conference@westernbenefits.org or go online to www.westernbenefits.org.



Western Benefits Conference
The Best of Both Worlds

July 18 - 20, 2010
JW Marriott Los Angeles, LA LIVE • Los Angeles, CA

1

REGISTRANT INFORMATION

Please register only one person per form. All fields are required – please type or print legibly.

First Name: _____ Last Name: _____ MI: _____

Badge Name: _____ Designations: _____

Title: _____

Company: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____

E-mail: _____

Please note that the information printed above for Badge Name, Company, City and State will appear on your conference badge exactly as stated.

Is this your preferred mailing address for all conference correspondence? Yes, please change my address in the database No

2

ADDITIONAL INFORMATION

This is my first Western Benefits Conference.

Business Type (please select the one that best describes your role):

Accountant Actuary Consultant Plan Sponsor Insurance Agent Investment Lawyer TPA

Other (please specify): _____

Please check dietary requirements (if applicable): Kosher Vegetarian Other: _____

If you require special accommodations due to a disability, please specify: _____

3

WORKSHOP SELECTION

SUNDAY, JULY 18, 2010

4:00 p.m. – 5:15 p.m.

- Workshop 1: Participant Investment Advice
- Workshop 2: How to do a DB Valuation Under PPA – Part 1 of 2
- Workshop 3: Observations from the Trenches
- Workshop 4: 2010 and Changing Demographics
- Workshop 5: How to Feed and Care for Your 403(b) Plan Post Final Regulations

MONDAY, JULY 19, 2010

8:30 a.m. – 9:45 a.m.

- Workshop 6: A Guide to Partial Plan Termination
- Workshop 7: The Future of Retirement Policy
- Workshop 8: Electronic Filing with EFAST 2
- Workshop 9: Cash Balance Plan Design
- Workshop 10: Fee Disclosure Under 408(b)(2)

10:15 a.m. – 11:30 a.m.

- Workshop 11: Who's the Employee?
- Workshop 12: Update on ERISA Litigation
- Workshop 13: Investments for 401(k)s
- Workshop 14: How to do a DB Valuation Under PPA – Part 2 of 2
- Workshop 15: Welfare Benefits Design, Funding and Regulation Update

1:45 p.m. – 3:00 p.m.

- Workshop 16: Executive Compensation-What's Next?
- Workshop 17: Dependent Eligibility Audits
- Workshop 18: 401(k) Fiduciary Safe Harbors
- Workshop 19: DB Funding in the Real World
- Workshop 20: DC Plan Conversions: Look Before You Leap

3:30 p.m. – 4:45 p.m.

- Workshop 21: Aggregation Aggravation
- Workshop 22: How to Turn Benefits from M&A from M&Ahem to M&Agnificent
- Workshop 23: Risk Measurement in Underlying Investments
- Workshop 24: Completing the New Schedule B
- Workshop 25: Retirement Income Adequacy

TUESDAY, JULY 20, 2010

8:30 a.m. – 9:45 a.m.

- Workshop 26: Cash Balance Plan Design - After the Honeymoon
- Workshop 27: The Employee Plans Compliance Resolution System
- Workshop 28: Benchmarking Service Providers
- Workshop 29: The Risk of Fraud in Employee Benefit Plans
- Workshop 30: Disclosing Fees on the New Schedule C

10:15 a.m. – 11:30 a.m.

- Workshop 31: Surviving IRS/DOL Audits
- Workshop 32: Case Studies in Ethical Decisions
- Workshop 33: Participant Loans
- Workshop 34: Avoiding Employer Fiduciary Pitfalls of 401(k) and ERISA 403(b) Plans
- Workshop 35: Benefit Restrictions Under Section 436

1:45 p.m. – 3:00 p.m.

- Workshop 36: IRS Questions & Answers – DC
- Workshop 37: Annual Plan Audits
- Workshop 38: Defining Plan Compensation
- Workshop 39: Evaluating Target Date Funds
- Workshop 40: Zen and the Art of Non-Discrimination Testing

3:30 p.m. – 4:45 p.m.

- Workshop 41: IRS Questions & Answers – DB
- Workshop 42: Techniques to Improve DC Plan Participation
- Workshop 43: Health Reform
- Workshop 44: The Traps and Pitfalls of Automatic Enrollment
- Workshop 45: Distribution Planning from a Financial Planning Perspective

Western Benefits Conference

The Best of Both Worlds

July 18 - 20, 2010
 JW Marriott Los Angeles, LA LIVE • Los Angeles, CA

4 PAYMENT

	Early* (until 06/11/10)	Regular (06/12/10-07/09/10)	On-site (after 07/09/10)
WP&BC or ASPPA Member	<input type="checkbox"/> \$810	<input type="checkbox"/> \$ 910	<input type="checkbox"/> \$1010
WP&BC or ASPPA Additional Member *	<input type="checkbox"/> \$710	n/a	n/a
Non-member	<input type="checkbox"/> \$910	<input type="checkbox"/> \$1010	<input type="checkbox"/> \$1010
Guest Ticket Monday Lunch (#____)	<input type="checkbox"/> \$50 each	<input type="checkbox"/> \$50 each	<input type="checkbox"/> \$50 each
Guest Ticket Tuesday Lunch (#____)	<input type="checkbox"/> \$50 each	<input type="checkbox"/> \$50 each	<input type="checkbox"/> \$50 each
WP&BC Lucky Strike Event (#____) (see page 6 for details)	<input type="checkbox"/> \$60 each	<input type="checkbox"/> \$60 each	<input type="checkbox"/> \$60 each
			Total Due: _____

* To qualify for the additional member rate, participants must be from the same firm and all registration forms must be submitted together with payment by the early registration deadline, June 11, 2010. This discount is only available online if registrants are from the same company and registering all at once with one payment.

Check Payment: Check number: _____

Credit card: Visa MasterCard American Express Discover

Card Number: _____ Exp. Date: _____

Cardholder's Name: _____

Signature: _____

To prevent duplication of payment, send your registration form only once. If you are mailing it, do not fax it and vice versa.

*To qualify for the early registration fee, registration and payment must be received in the WBC office by June 11, 2010. The fee is calculated based on the receipt date of the registration form, not the postmark. Registrations will be accepted through July 9, 2010 at the regular registration rate. Any registrations received after this date will be charged the on-site registration fee.

**To qualify for the additional participant rate, additional participants must be from the same company and ALL REGISTRATION FORMS MUST BE SUBMITTED TOGETHER with payment by the early registration deadline of June 11, 2010.



Tel: 703.516.9300

Fax: 703.516.9308

Email: conference@westernbenefits.org