



# *Banyan Consulting's 11th Annual* **Human Resources Conference**

*Thursday May 19, 2011*  
*Hershey Country Club, Hershey, PA*

**Register by April 30th and Save!**

*These events have been approved for recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.*



## **Conference Testimonial:**

*"Thank you to your group for a very comprehensive and informative program. The speakers/presenters were quite knowledgeable and provided value to the day."*

*Becky Greenly,  
Bloomsburg Health System*



# Conference Overview

## Benefits of Attending

By attending this conference you will learn from regional HR experts who have excelled in their fields. Building on the success of the past events, Banyan's HR Conference delivers insight on Health Care Reform and the Economy as it relates to the HR industry, as well as other cutting edge topics including FMLA Outsourcing, Employment Law and more.

Packed with presentations, a panel discussion and networking opportunities, Banyan's 11th annual HR Conference truly gives you the opportunity to learn and benchmark your challenges and success.



## Agenda At A Glance *(all attendees)*

8:30—9:00	Registration and Light Refreshments
9:00—9:15	Welcome / Conference Logistics / Employee Benefits Update, Banyan Consulting

## Conference Sessions Schedule

*This program has been approved for 5 (strategic) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.*

9:15—10:30	<b>Health Care Reform</b> , Vince Phillips, PA Association of Health Underwriters
10:45—12:00	<b>FML Outsourcing</b> , Employer Panel Discussion
12:00—1:00	Networking Lunch, Traditions Dining Room
1:00—1:30	<b>Teambuilding Activity</b> , Dennette Moul, Rising Sun Consulting, LLC
1:30—2:30	<b>Employment Law Update</b> , Jill Lashay, Buchanan Ingersoll & Rooney
2:45—3:45	<b>Keynote: Economy and HR</b> , Anirban Basu, Sage Policy Group, Inc.
3:45—4:00	Closing Remarks, Banyan Consulting

## **BENEFITS BOOT CAMP**



## Introducing Banyan's Benefits Boot Camp

Managers, invite members of your team to Benefits Boot Camp for extra training on employee benefit basics. Through practical case studies and interactive sessions, Benefits Boot Camp is an opportunity to gain practice and insight into contemporary benefits issues.

## Benefits Boot Camp Schedule

*This program has been approved for 3 (general) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.*

9:15—10:15	<b>An Overview of Life &amp; Disability Insurance</b>
10:15—11:15	<b>Medical Funding:</b> Basics of fully insured and self funded
11:15—12:15	<b>Retirement 101:</b> What you should know about your current Defined Contribution Plan
12:15—1:15	Networking Lunch, Traditions Dining Room

Register at [www.banyanconference.eventbrite.com](http://www.banyanconference.eventbrite.com)

# Educational Sessions



## Health Care Reform Update— *Vince Phillips, PA Association of Health Underwriters*

Vince will discuss cause and effect of political climate change on Health Care Reform, specific components of the Health Care Reform Legislation, the impact of the medical loss ratio ruling by DHHS, key considerations, and specific actions to take to minimize the cost of impact of Health Care Reform.



## FML Outsourcing— *Employer Panel Discussion*

This session is for anyone who is tracking Leaves of Absence. The program will feature a panel discussion with leaders from regional employers. Hear from panelists who have already implemented FMLA outsourcing and have a chance to ask questions about the process, successes and pitfalls and the benefits they are getting out of it.



## Teambuilding Activity— *Dennette Moul, Rising Sun Consulting LLC*

After lunch, get energized and creative with a quick team building session that will test your ability to communicate, collaborate and solve problems in a short period of time. This is an activity that is fun, and applicable to people at all levels of an organization.



## Employment Law Update— *Jill Lashay, Buchanan Ingersoll & Rooney*

This session will provide an update of the executive, legislative and judicial actions in 2011. You will learn legal updates and compliance strategies to stay ahead of legal developments and avoid liability.



## Update on the Economy— *Anirban Basu, Sage Policy Group, Inc.*

Back by popular demand! Mr. Basu was our keynote speaker at the 2010 Banyan Conference and received the most positive feedback for a speaker we have seen. In addition to an overview of the economy for 2011, Mr. Basu will provide his perspectives on how Health Care Reform will impact businesses and the economy.



## BENEFITS BOOT CAMP

## An Overview of Life & Disability Insurance — *Brian Orsinger, Banyan Consulting*

This Boot Camp session presents an overview of employer-provided life and disability insurance policies. You will learn plan designs, eligibility, funding, rate development and key provisions for Life and Disability Insurance.



## BENEFITS BOOT CAMP

## Medical Funding: Basics of fully insured and self funded— *Karen Ventrone and Ali Carney, Banyan Consulting*

Employers finance health insurance benefits in one of two ways: they purchase health insurance from an insurance company (fully insured plans), or they provide health benefits directly to employees (self-insured plans). Typically, these plans differ by who assumes the insurance risk, plan characteristics, employer size, and market share. This Boot Camp session will teach you the difference in risk, plan characteristics, employer size and...How to determine which is best for your organization.



## BENEFITS BOOT CAMP

## Retirement 101: What you should know about your current Defined Contribution Plan— *David Hinderstein, Strategic Retirement Group*

This Boot Camp session will detail what you need to know about your Defined Contribution Plans. You will learn what is required for a retirement plan to be qualified under Code Section 401(a) and you will learn about the three types of qualified plans: pension, profit sharing, and stock bonus.

Register at [www.banyanconference.eventbright.com](http://www.banyanconference.eventbright.com)

# Registration

## 11th Annual Human Resources Conference

Thursday May 19, 2011, Hershey Country Club, Hershey, PA



### Registration Fee (Conference Sessions or Benefits Boot Camp)\*

Early Registration (ends April 30th)	\$69.99
Regular Registration (begins May 1st)	\$89.99

\*Includes sessions, refreshments & networking lunch.

The **Conference Sessions** have been approved for 5 (**strategic**) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.

The **Benefits Boot Camp** has been approved for 3 (**general**) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.

Visit [www.banyanconference.evenbright.com](http://www.banyanconference.evenbright.com) to register.  
In addition to credit card payments, the online registration site allows you pay by check or request an invoice.

If you are not paying by credit card, you can also call (412) 222-1462 or email [eyutzy@banyan-llc.com](mailto:eyutzy@banyan-llc.com) and include the following information: Name, Title, Company, Address, Phone, Email, Preferred payment option. Also, choose Conference Sessions or Benefits Boot Camp.

### Cancellation / Transfer Policy:

Cancellations received prior to May 13, 2011 will be refunded in full. Conference attendees may transfer their registration to another individual if needed. To do so, please contact Banyan Consulting with new attendee details at (412) 222-1462.

### About Banyan Consulting

With offices in Mechanicsburg and Pittsburgh, PA, Banyan works with organizations from New York to California. We partner with clients in the areas of employee benefits programs, claims analysis, benefits administration, and Property / Casualty risk management. As part of First Niagara Risk Management Inc. (FNRM), Banyan joins a team of over 350 employees dedicated to meeting the needs of a diverse client base. Along with having some of the best qualified consultants in the industry, our team is supported by a dedicated group of underwriters and actuaries specializing in the areas of employee benefits and risk management.

For over 17 years, Banyan has provided consulting services to a wide variety of industries and employers. Clients include leading edge health care institutions, multinational manufacturers, public sector organizations, statewide associations and regional financial institutions. Our affiliation with FNRM strengthens our position as an industry leader in the areas of employee benefits and risk management, and enables us to deliver high quality, customer-focused services to our clients.

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