

# CONNECT

## GLOBAL EMPLOYEE BENEFITS & WORKFORCE STRATEGIES SUMMIT

**July 22-24, 2024**

Fairmont Chicago, Millennium Park | Chicago, Illinois

**TABLE SALES AND SPONSORSHIPS ARE AVAILABLE!**

**Register by June 10, 2024  
to save US\$300!**

**PRESENTED IN PARTNERSHIP BY**

International Foundation  
OF EMPLOYEE BENEFIT PLANS 

**WorldatWork**<sup>®</sup>  
Total Rewards Association

# CONNECT

GLOBAL EMPLOYEE BENEFITS &  
WORKFORCE STRATEGIES SUMMIT

July 22-24, 2024 | Fairmont Chicago, Millenium Park | Chicago, Illinois

## Announcing an Exciting New Partnership!

The International Foundation and WorldatWork are joining forces to bring you CONNECT 2024. The organizations are proud to combine their expertise to bring together comprehensive solutions for multinational HR, employee benefits and Total Rewards professionals.

## It's All About Connecting

CONNECT is tailor-made to help multinational employers understand key issues, trends and solutions for developing and maintaining a global Total Rewards strategy. Through real-life case studies, roundtable discussions, breakout sessions, an interactive resource/solutions center and a host of networking opportunities, this premier event is designed to connect and build the growing community of global professionals.

**LEARN** the latest trends and challenges in managing global Total Rewards.

**ENGAGE** with industry thought leaders to innovate benefits and future-proof your organization.

**CONNECT** with your peers to find out what they're doing to attract and retain global talent.

## Who Should Attend

CONNECT provides advanced-level education for professionals in the global human resources industry, including:

- Human resources, employee benefits, Total Rewards and compensation professionals who work for multinational corporations
- Professionals working for global benefits consulting firms
- Individuals who have completed the International Foundation Certificate in Global Benefits Management OR the WorldatWork Certified Benefits Professional program and are looking for the next step in global benefits education.

# CONNECT 2024 Presented in Partnership by



The International Foundation of Employee Benefit Plans is the premier educational organization dedicated to providing the diverse employee benefits community with objective, solution-oriented education, research and information to ensure the health and financial security of plan beneficiaries worldwide. Since 1954, we have provided actionable education through membership, in-person and virtual conferences and certification programs, and the Certified Employee Benefit Specialist® (CEBS®) designation. The International Foundation has more than 31,000 multiemployer, corporate and public sector members representing over 25 million lives.

[www.ifebp.org](http://www.ifebp.org)



WorldatWork is the leading global nonprofit association for professionals engaged in the critically important practice of Total Rewards. We serve those who are responsible for cultivating inspired, engaged, productive and committed workers in effective and rewarding workplaces. We guide them in the design and delivery of Total Rewards programs with our membership, education, certification, idea exchange, thought leadership, knowledge creation, information sharing, research and networking. For more than 65 years, WorldatWork has served Total Rewards professionals throughout the world working in organizations of all sizes and structures. Professionals from more than 93% of Fortune 500® organizations rely on WorldatWork for Total Rewards solutions.

[www.worldatwork.org](http://www.worldatwork.org)



## PROGRAM AT A GLANCE

| <b>MONDAY</b>   July 22, 2024  |  |  |
|--------------------------------|--|--|
| <b>5:00-7:00 p.m.</b>          | Registration and Exhibit Displays Open   | Welcome Reception and Networking               |
| <b>TUESDAY</b>   July 23, 2024 |  |  |
| <b>7:30 a.m.-6:00 p.m.</b>     | Registration and Exhibit Displays Open   |  |
| <b>7:30-8:30 a.m.</b>          | Continental Breakfast  |  |
| <b>8:30-9:30 a.m.</b>          | KEYNOTE: Meaning Is the New Motivation: How to Attract and Retain Talent in the New World of Work            |  |
| <b>9:30-10:00 a.m.</b>         | New Directions in Reward Strategy: Global Research Findings  |  |
| <b>10:00-10:30 a.m.</b>        | Networking and Refreshments—Visit Exhibits   |  |
| <b>10:30-11:15 a.m.</b>        | Navigating Global Mobility: Essential Insights for Total Rewards and Benefits Professionals                  |  |
| <b>11:15 a.m.-12:00 noon</b>   | The Challenges of Global Equity Plan Design  |  |
| <b>12:00 noon-12:45 p.m.</b>   | Lunch (provided)   |  |
| <b>12:45-1:30 p.m.</b>         | Redefining Family Benefits: Proven Methods for a Healthy Bottom Line   | Global Lifestyle Wallets: What's All the Fuss? |
| <b>1:30-1:45 p.m.</b>          | Break  |  |
| <b>1:45-2:30 p.m.</b>          | Benefits Vendor Ecosystem: Getting the Best Value From Your Vendor Relationships                             |  |
| <b>2:30-3:00 p.m.</b>          | Networking and Refreshments—Visit Exhibits   |  |
| <b>3:00-3:45 p.m.</b>          | Identifying Your Benchmarking Goals: Who Do You Want to Be Globally?   |  |
| <b>3:45-4:30 p.m.</b>          | Shattering the Stigma: A Coordinated Approach to Transforming Attitudes About Mental Health in the Workplace |  |
| <b>4:30-6:00 p.m.</b>          | Networking Reception—Visit Exhibits  |  |

All times are listed in Central Time (CT).

| <b>WEDNESDAY   July 24, 2024</b> |  |
|----------------------------------|--|
| <b>7:30 a.m.-12:30 p.m.</b>      | Registration and Exhibit Displays Open   |
| <b>7:30-8:30 a.m.</b>            | Continental Breakfast  |
| <b>8:30-9:30 a.m.</b>            | The Seven Deadly Sins of Global Benefits   |
| <b>9:30-10:15 a.m.</b>           | Mergers and Acquisitions—Impact on Benefits  |
| <b>10:15-10:45 a.m.</b>          | Networking and Refreshments—Visit Exhibits   |
| <b>10:45-11:30 a.m.</b>          | Trends in Global People Mobility and Benefits:<br>Aon International Survey Results |
| <b>11:30 a.m.-12:15 p.m.</b>     | Reimagining the Employee Health Care Experience<br>With AI and Technology          |
| <b>12:15-12:30 p.m.</b>          | Wrap-Up and Open Forum   |
| <b>12:30 p.m.</b>                | Lunch To-Go (provided)   |

### **Sponsored Attendee Tables Available!**

Invite your clients and colleagues to be your guests at a discounted rate.

Table of 4: **US\$5,000** (Save US\$980)

Table of 8: **US\$9,000** (Save US\$2,960)

## **MONDAY | JULY 22, 2024**

5:00-7:00 p.m.

### **Registration and Exhibit Displays Open**

5:00-7:00 p.m.

### **Welcome Reception and Networking**

Drop in to enjoy cocktails and appetizers while getting to know the speakers and other attendees. We hope you can join us!

## TUESDAY | JULY 23, 2024

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7:30 a.m.-6:00 p.m.

### Registration and Exhibit Displays Open

7:30-8:30 a.m.

### Continental Breakfast

8:30-9:30 a.m.

### KEYNOTE: Meaning Is the New Motivation: How to Attract and Retain Talent in the New World of Work

Today's workforce sees themselves as citizens of the world, and they are discerning when it comes to choosing an employer. This savvy group wants to work with forward-thinking organizations, renowned for cultivating an outstanding culture. To attract and retain talent, leaders need to create a dynamic workplace atmosphere that fosters fairness, camaraderie and acceptance. Michelle Ray will reveal the key components for building a sought-after workplace where people can thrive.



Speaker:  
**Michelle Ray**  
Leadership and Change Expert  
Vancouver, British Columbia

9:30-10:00 a.m.

### New Directions in Reward Strategy: Global Research Findings

Multinational organizations are currently confronting a set of compounding challenges, including high inflation, a difficult talent market, and negative economic outlooks in many sectors and geographies. Faced with new levels of uncertainty, many are considering revisiting their approaches to employee rewards. Based on Korn Ferry's research on 4,000 global organizations, this session will share insights on how organizations are adapting their reward program strategies and designs in response to a rapidly changing world.

Speaker:  
**Tom McMullen**, Senior Client Partner and Total Rewards Expertise Leader,  
Korn Ferry, Chicago, Illinois

## TUESDAY | JULY 23, 2024 *(continued)*

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10:00-10:30 a.m.

### **Networking and Refreshments—Visit Exhibits**

10:30-11:15 a.m.

### **Navigating Global Mobility: Essential Insights for Total Rewards and Benefits Professionals**

Global mobility is becoming pivotal due to the growing interconnectedness of economies and workforces worldwide. And while compensation and benefits professionals are often called on to advise in these situations, most professionals are not mobility experts. Join us as we go beyond the surface, providing Total Rewards and benefits professionals with indispensable insights to navigate the complex world of cross-border compensation. Through real-world case studies and benchmarking, we'll explore the art of comparing salaries across borders—accounting for diverse tax structures and cost-of-living variations—and share best practices for managing social security, pension and health care disparities.

Speakers:

**Morgan Crosby**, Chief Strategy Officer, AIRINC, Boston, Massachusetts

**Pat Jurgens**, Director of Global Tax Research, AIRINC, Boston, Massachusetts

11:15 a.m.-12:00 noon

### **The Challenges of Global Equity Plan Design**

Designing and implementing a global equity plan can be a complex and challenging task. There are a number of factors to consider, including legal and regulatory requirements, tax implications and cultural differences. This session will discuss some of the key challenges that companies face when designing global equity plans, as well as best practices for overcoming these challenges.

Speakers:

**Daniel D. Coleman, CEP, CPA**, Partner, Infinite Equity, Inc., Chicago, Illinois

**Michelle Tomasetti, CEP**, Partner, Infinite Equity, Inc., Rockville, Maryland

12:00 noon-12:45 p.m.

### **Lunch (provided)**

TUESDAY | JULY 23, 2024 *(continued)*

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## CONCURRENT SESSIONS

12:45-1:30 p.m.

### **Redefining Family Benefits: Proven Methods for a Healthy Bottom Line**

Global health care costs have seen the largest jump in a decade in 2024, leaving employers to foot an increasingly larger bill while still trying to provide best-in-class benefits for their employees. With many benefits companies claiming to lower health care costs and improve health outcomes and employee loyalty, it can be hard for employers to break through the noise. How can you find benefits that will actually make a tangible difference in the lives of your employees and on your bottom line? This session will provide an action plan for finding an end-to-end family benefits vendor that truly moves the needle. You'll walk away knowing how to build a comprehensive family benefits program that better supports employees globally, improves employee well-being and lowers health care costs.

Speaker:

**Lisa March**, Director of Employer Growth, Maven Clinic, New York, New York

### **Global Lifestyle Wallets: What's All the Fuss?**

Companies are rightly looking to have inclusive and diverse benefits and have implemented many new programs in the past few years. But for multinationals, administration of these programs is becoming onerous and problematic. A global lifestyle wallet aims to simplify benefit delivery and deliver maximum flexibility. Instead of managing a plethora of benefit plans, many of which have low utilization, they offer a benefits allowance delivered through a debit card. This session will discuss the potential advantages and issues, as well as case studies on what others have successfully accomplished.

Speakers:

**Cody Folz, EA, FSA, MAAA**, Senior Consultant and Actuary, Fidelity Workplace Consulting, Chicago, Illinois

**Iain A. Jones, M.B.A., FFA**, Vice President, Global Benefits, Fidelity Workplace Consulting, Knoxville, Tennessee

## TUESDAY | JULY 23, 2024 *(continued)*

1:30-1:45 p.m.

### Break

1:45-2:30 p.m.

### Benefits Vendor Ecosystem: Getting the Best Value From Your Vendor Relationships

In this engaging and interactive session, we'll delve into the vital aspects of vendor management to create a seamless and positive employee experience while optimizing cost efficiency. Through a blend of insightful content, real-world scenarios and hands-on activities, this session will empower you to maximize the value of your vendor relationships. You'll learn to assess, enhance and collaborate with vendors effectively, ensuring your employees receive the best possible care when they need it, from the right solution. We'll explore the art of effective communication and craft strategies that not only demystify health and welfare benefits but also ignite proactive vendor and employee engagement.

Speakers:

**Dana Baker, M.B.A.**, Director, Complex Care Program, Mayo Clinic, Jacksonville, Florida

**Lianne E. LaTorre**, Director, Complex Care Program, Mayo Clinic, Rochester, Minnesota

2:30-3:00 p.m.

### Networking and Refreshments—Visit Exhibits



**TUESDAY | JULY 23, 2024** *(continued)*

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3:00-3:45 p.m.

**Identifying Your Benchmarking Goals:  
Who Do You Want to Be Globally?**

This session will share insights on using corporate values and strategies to identify and execute on benchmarking goals for global employees. You'll learn how to:

- Speak to corporate values and governance strategies as they relate to your global benefits strategy
- Identify your global benefit objectives as well as common hurdles to achieving a consistent global benefits offering across multiple geographies
- Identify a corporate standard approach to benchmarking
- Adopt and use this targeted benchmark across all global locations.

Speakers:

**Sarah Gurrub**, Vice President, Business Development, Global People Solutions, Lockton Companies, Houston, Texas

**Taylor Leibbrandt**, Consultant, Intellectual Capital, Global People Solutions, Lockton Companies, Kansas City, Missouri

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Table of 8: **US\$9,000** (Save US\$2,960)

## TUESDAY | JULY 23, 2024 *(continued)*

3:45-4:30 p.m.

### **Shattering the Stigma: A Coordinated Approach to Transforming Attitudes About Mental Health in the Workplace**

This in-depth case study will showcase how Cummins, Inc., a global Fortune 500 company, has successfully implemented a multi-year global communications and engagement strategy to tackle mental health stigma within their organization. We will explore the need for the program and look at all the ways Cummins is supporting mental health in the workplace through a comprehensive strategy, reaching employees across the globe to help them find resources to better care for their mental health and the mental health of their family members.

Speakers:

**Melissa Cotterill**, Executive Vice President, Westcomm, Indianapolis, Indiana

**Kate Fisher**, Senior Director, Total Rewards, Cummins, Inc., Detroit, Michigan

4:30-6:00 p.m.

### **Networking Reception—Visit Exhibits**



## WEDNESDAY | JULY 24, 2024

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7:30 a.m.-12:30 p.m.

### Registration and Tabletop Exhibit Displays Open

7:30-8:30 a.m.

### Continental Breakfast

8:30-9:30 a.m.

### The Seven Deadly Sins of Global Benefits

This session will walk you through a view of the world as it is today and what to expect throughout the year. This global session is designed to arm you with information that will help your organization thrive in 2024 and beyond, providing updates on back-to-work strategies around the world as well as economic, HR, and compensation and benefit trends/regulations that will affect your organization. We'll provide updates on many regions, including North America, Europe, Asia-Pacific (APAC), Latin America, Middle East and Africa (MEA), and emerging markets—plus EU Directives, GDPR and other relevant country-specific issues, including AI.

Speaker:

**Richard Polak**, Senior Advisor, Global Affairs, American Benefits Council,  
Los Angeles, California

9:30-10:15 a.m.

### Mergers and Acquisitions—Impact on Benefits

This session will cover topics related to strategic planning and the management of benefits resulting from a merger or acquisition. It will address key points to consider throughout the deal process, from due diligence to the harmonization of plans. We will share two case studies and learnings from recent experiences.

Speakers:

**Michaela Leo, M.B.A., CBP, CCP, GRP**, Head, Compensation and Benefits, Ipsen,  
Cambridge, Massachusetts

**Samantha Peoples, CHRP**, Senior Specialist, Total Rewards, Ipsen, Mississauga, Ontario

10:15-10:45 a.m.

### Networking and Refreshments—Visit Exhibits

## WEDNESDAY | JULY 24, 2024 *(continued)*

10:45-11:30 a.m.

### Trends in Global People Mobility and Benefits: Aon International Survey Results

This session will use Aon's survey results as a springboard to identify emerging trends in global mobility and key issues that companies are facing when working with employment assignments, including:

- Types and variety of assignments in different sectors
- Recent changes in work assignments over the short and long term, as well as remote working
- Employer challenges, benefits offered to employees and upcoming areas of focus.

We'll explore shifts in the global mobility environment and provide insights into the struggles employers face in making these assignments successful.

Speaker:

**T.C. Williams**, Assistant Vice President, Global Benefits, Globally Mobile Employee Center of Excellence (Americas)—Aon, Cleveland, Ohio



## WEDNESDAY | JULY 24, 2024 *(continued)*

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11:30-12:15 p.m.

### **Reimagining the Employee Health Care Experience With AI and Technology**

Artificial intelligence (AI) is having a profound impact on all areas in which we live and work, including health and wellness. This session will help you:

- Understand the current landscape, identifying and analyzing the existing employee health experience in organizations, and exploring challenges and opportunities with the current approach
- Understand the role of AI in health care, including how it can improve care outcomes and employee satisfaction while reducing overhead spend
- Design a user-centric health experience, giving you the skills you need to create a seamless and user-friendly health experience that caters to the diverse needs of employees.

Speaker:

**Guy Benjamin, M.B.A.**, Chief Executive Officer, Healthee, New York, New York

12:15-12:30 p.m.

### **Wrap-Up and Open Forum**

A recap and look forward to emerging workplace, benefits and Total Rewards trends.

12:30 p.m.

### **Lunch To-Go (provided)**

# Registration Fees

| <b>Employer/Plan Sponsor</b>       | <b>Member</b> | <b>Nonmember</b> |
|------------------------------------|---------------|------------------|
| Through June 10, 2024              | US\$995       | US\$1,350        |
| After June 10, 2024                | US\$1,295     | US\$1,650        |
| <b>Service Provider/Consultant</b> | <b>Member</b> | <b>Nonmember</b> |
|                                    | US\$1,495     | US\$1,850        |

**Save US\$300 when you register before June 10, 2024.**  
**Visit [www.ifebp.org/CONNECT](http://www.ifebp.org/CONNECT) to register.**

## Sponsored Attendee Tables Available

Invite your team to share the experience!  
Purchase a table of 4 or 8 and invite your clients/colleagues to attend at a discounted rate.

Table of 4: **US\$5,000** (Save US\$980)

Table of 8: **US\$9,000** (Save US\$2,960)

Email Diane Mahler at [dianem@ifebp.org](mailto:dianem@ifebp.org) for information or to reserve a table.



# Hotel Information

## Fairmont Chicago, Millennium Park

Overlooking the legendary skyline, downtown parks and Lake Michigan, Fairmont Chicago, Millennium Park offers a sophisticated escape in the heart of the Windy City. Experience an elegant twist on a local brewpub at Columbus Tap, and indulge in deeply restorative botanical treatments at the full-service Leaf Spa. When you reserve your stay at one of the very best hotels in Chicago, downtown highlights such as Millennium Park, the Magnificent Mile and the Museum Campus are practically at your doorstep.



*Please visit our hotel/travel tab at [www.ifebp.org/CONNECThotel](http://www.ifebp.org/CONNECThotel) to book your reservations online. For hotel questions, contact the Registration Department at (888) 334-3327, option 2 or [edreg@ifebp.org](mailto:edreg@ifebp.org).*

**Reservation Deadline:** Monday, June 24, 2024

**Rate:** US\$279.00 Single/Double Occupancy

**Taxes and Fees (subject to change):** 17.4% Room Tax

**Urban Experience Fee:** Waived

*Urban Experience Fee Includes:*

- Standard internet access
- Premium internet access for Accor Live Limitless members
- Access to the Fairmont Fitness Center
- \$25 daily Leaf Spa credit for any service.

Hotel Cancel Policy: A fee of one (1) night room rate plus tax will be charged for reservations cancelled within 24 hours prior to arrival.

*Note: Hotel room availability is not guaranteed outside of scheduled program dates.*

**Visit [www.ifebp.org/CONNECT](http://www.ifebp.org/CONNECT) to register.**

## POLICIES

Cancel and transfer fees are based on registration fee paid: 60+ days of meeting is 10%; 31-59 days of meeting is 25%; within 30 days of meeting is 50%. Registration fee is forfeited once program commences. For details, see [www.ifebp.org/policies](http://www.ifebp.org/policies).

## CONTINUING EDUCATION CREDIT

Continuing education (CE) credit for professions and designations MAY be available for attendance at live sessions. You must request continuing education credit on your program registration at least 60 days prior to the beginning of the program so that the Foundation can seek preapproval from the governing agency.

Note: Requests made for CE credit do not guarantee administration of credit. For further information on CE credit, please call (262) 786-6710, option 2.



Educational sessions at this program can qualify for self-reported CEBS® Compliance credit. Visit [www.cebs.org/compliance](http://www.cebs.org/compliance) for additional information.



Presented in Partnership by

International Foundation  
OF EMPLOYEE BENEFIT PLANS



WorldatWork®  
Total Rewards Association

# Sponsorships and Exhibits

**GAIN BRAND RECOGNITION** and secure valuable leads by sponsoring the CONNECT Global Employee Benefits and Workforce Strategies Summit. Receive a FREE exhibit tabletop display with each sponsorship to further enhance your networking opportunities!



Global benefits is a specialized market. CONNECT attendees will be seeking products and services for their international organizations in the following categories.

- Benefits consulting
- Health insurance
- Multinational pooling
- Employee assistance programs
- Investments/financial services
- Retirement solutions
- Retirement solutions
- Legal services

Sponsors receive recognition before, during and after the conference, including:

- On the CONNECT conference webpage and in preconference promotions
- With EXCLUSIVE branding on sponsored items, in eye-catching on-site signage, with a company listing on the conference app, and sponsor recognition on their attendee representative name badges
- In International Foundation publications and WorldatWork member emails.

# Exclusive Sponsorship Levels

*Includes FREE exhibit tabletop display (with optional representation) for all sponsorship levels.*

## CHAMPION—\$10,000

Four options to choose from:

- Wi-Fi and mobile app
- Welcome gift/room drop
- Lunches (two available)
- Networking receptions/off-site experiences (two available).

All sponsorships in the Champion level include one full conference registration and an opportunity to moderate a session (may also include a brief product/service presentation during breakfast or breaks).

## LEADER—\$7,500

Two options to choose from:

- Lanyards
- Continental breakfasts (two available)

Includes one full conference registration discounted at 50%

## SUPPORTER—\$5,000

- Refreshment breaks (three available)

Includes one full conference registration discounted at 50%

## Sponsored Attendee Tables

Sponsor a table and invite your clients or colleagues to be your guests at a discounted rate. Table sponsors receive logo recognition on Reserved Table signage, in preconference promotions and in onsite signage.

Table of 4: **US\$5,000** (Save US\$980)

Table of 8: **US\$9,000** (Save US\$2,960)

**Fantastic  
Networking  
Opportunity!**

For more information or to secure your sponsorship, contact:  
**Diane Mahler, Manager, Sponsorships and Advertising**  
[dianem@ifebp.org](mailto:dianem@ifebp.org) or (262) 373-7656

# CONNECT

## GLOBAL EMPLOYEE BENEFITS & WORKFORCE STRATEGIES SUMMIT

**July 22-24, 2024**

Fairmont Chicago, Millennium Park, Chicago, Illinois

**LEARN** the latest trends and challenges in managing global Total Rewards.

**ENGAGE** with industry thought leaders to innovate benefits and future-proof your organization.

**CONNECT** with your peers to find out what they're doing to attract and retain global talent.

**Register by June 10, 2024 to save!**

Visit [www.ifebp.org/CONNECT](http://www.ifebp.org/CONNECT) to register, or call (888) 334-3327, option 2, for more information.

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**International Foundation**  
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