



**Southern Employee Benefits Conference (“SEBC”)
2014 Birmingham Symposium**

ROSEWOOD HALL
SOHO SQUARE
HOMEWOOD, AL

Wednesday, November 5, 2014

SPEAKER BIOGRAPHIES



Pat Bills, Financial Advisor CAPTRUST, Birmingham, AL

Pat joined CAPTRUST in 2008 as vice president and financial advisor and is responsible for providing retirement plan advisory services to corporate fiduciaries. Prior to joining the firm, Pat served as a client relationship manager focusing exclusively on the 401(k) and institutional retirement plan market where she advised plan sponsors and employees on their particular investment needs, and has worked in the industry since 1978.

Education: Bachelor of Arts degree in english and accounting from the University of Alabama in Birmingham and Georgia State University

Industry Designations: Accredited Investment Fiduciary® (AIF®)



Matthew Cannova, Attorney, Maynard Cooper & Gale, P.C., Birmingham, AL

Matthew Cannova is an Associate in the Employee Benefits and Executive Compensation practice in the firm's Birmingham office. Mr. Cannova represents employers and benefits professionals across the country in a range of strategic employee benefit plan design and executive compensation compliance matters. His practice includes drafting employee benefit plan documents and materials to conform to legal requirements under ERISA and the Internal Revenue Code, advising employers on 409A issues, and representing employers in preparing for and managing IRS and DOL audits. Mr. Cannova also counsels clients regarding HIPAA, ERISA, COBRA, and Affordable Care Act (health care reform) compliance, including implementation of HIPAA Compliance Programs and nondiscrimination testing. He also works with clients to identify and correct plan defects in tax-qualified retirement plans and welfare benefit plan compliance failures through IRS and DOL voluntary correction programs.



David Cothran, Area Vice President, Arthur J. Gallagher & Co, Montgomery, AL

Biography coming soon!



Natalie Davis, Professor, Birmingham-Southern College, Birmingham, AL

Biography coming soon!



Robert S. Ellerbrock, III, Counsel, Balch & Bingham LLP

Bob specializes in Employee Benefits/ERISA and regularly advises employers, trustees, and service providers concerning qualified retirement plans, non-qualified plans, fringe benefits, welfare benefits and executive compensation issues. With experience in the retirement plan industry prior to practicing law, he draws on his knowledge in counseling clients in the design and implementation of all types of employee benefit plans.

Education: The University of Alabama School of Law, LL.M. in Taxation, 2007; The University of Alabama School of Law, J.D., 2002; Webster University, B.A. Business Administration, 1999



Jonathon Halbesleben, HealthSouth Chair of Health Care Management & Associate Professor, University of Alabama

Biography coming soon!



Debbie Hembree, Counsel, Balch & Bingham LLP,

Debbie regularly advises profit and nonprofit entities regarding all types of qualified and nonqualified retirement plans and welfare benefit plans. She assists them with the development and continued maintenance of their employee benefit plans, including audits and the correction of plan qualification and fiduciary issues with the Internal Revenue Service and Department of Labor. She designs executive compensation plans and assists with individual compensation packages, including severance packages. She works hand in hand with third party administrators and assists employers with the negotiation of their third party administrator and trustee contracts.

Education: The University of Alabama School of Law, LL.M., 1999; University of Georgia School of Law, J.D., 1990, cum laude; University of Georgia, B.S., 1987, magna cum laude



Logan Hinkle, Burr Forman, Birmingham, AL

Logan practices in the firm's Business section with a concentration in employee benefits, ERISA, health care reform, executive compensation, and general tax matters. Logan has extensive experience in the design, drafting, and implementation of qualified and non-qualified retirement plans. Additionally, he has experience with executive compensation and equity incentive arrangements. Since its enactment, Logan has assisted numerous clients with compliance and planning issues relating to Health Care Reform and its various mandates. Logan's practice also focuses on tax exempt organizations. He has assisted numerous charities, foundations, business associations, and other exempt entities with issues ranging from organizational structure and applying for exempt status to operational issues. He was recognized as a "Rising Star" by Alabama Super Lawyers in 2011.

Logan is admitted to practice before the Alabama Supreme Court, the U.S. District Court for the Northern District of Alabama, the U.S. Court of Appeals for the Eleventh Circuit, and the U.S. Tax Court. He is a member of the American Bar Association, the Alabama State Bar, and the Birmingham Bar Association.

Logan received his B.S., cum laude, from The University of Alabama in 1996 and his J.D., cum laude, from Cumberland School of Law in 1999. During law school, he was a member of the Cumberland Law Review. In 2000, he received his LL.M. in Taxation from New York University. Logan is an Adjunct Faculty Member at the Cumberland School of Law, Samford University, where he teaches a course on ERISA and Employee Benefits.



Paul Owen, Senior Vice President, Financial Advisor, CAPTRUST, Birmingham, AL

Paul joined CAPTRUST in 2008 as vice president, financial advisor and is responsible for providing retirement plan advisory services to corporate fiduciaries, as well as comprehensive wealth management services to high-net-worth investors, private foundations, corporate executives, and business owners. Prior to joining the firm, Paul served as director of retirement plans at LPL Financial Institutional (UVEST Financial), a division of LPL Financial, in Charlotte, NC and has worked in the industry since 2000. Paul was a letterman on the Auburn football team.

Education: Bachelor of Science degree in corporate finance from Auburn University
Master of Business Administration degree from Manderson School of Business, University of Alabama

Industry Designations: Accredited Investment Fiduciary (AIF®) and Accredited Pension Representative (APR)



Bill Presson, Vice President, Warren Averett, Birmingham, AL

Bill Presson joined Warren Averett as Operations Manager over the Benefit Consultants division in 2003. He has over 30 years of experience in the retirement plan arena. Bill is responsible for overseeing all division client service. He has extensive and versatile management expertise with a professional history in banking, business development and retirement plan administration. Bill also serves on the TPA Advisory Board for TD Ameritrade Trust Company and is a Director for the Relius National Daily User Group. Bill and his wife live in Hoover, and their two grown children live close by. Education: Bachelor of Arts in Political Science, Eastern Kentucky University, Richmond, KY



Martin Sheffield, Attorney, Natter & Fulmer, P.C., Birmingham, AL

Martin practices in the area of ERISA and employee benefits and is a member of the Alabama State Bar. He is experienced in the health and welfare plan area, including working with issues involving both insured and self-insured group health plans, cafeteria plans, wellness programs, health reimbursement arrangements, health savings accounts, the Affordable Care Act and HIPAA privacy and security matters. He also has experience working with both defined contribution and defined benefit retirement plans, as well as 457(b) plans, 403(b) plans, and nonqualified deferred compensation plans (including Internal Revenue Code section 409A issues). In addition, Martin has represented clients in filings with the Internal Revenue Service and the U.S. Department of Labor.

Martin received his B.S. in Commerce and Business Administration in 1988 from the University of Alabama. He earned his J.D., magna cum laude, in 2001 from the University of Alabama School of Law, where he was an editor of the Alabama Law Review. Martin was recognized by Birmingham Magazine in the list of "2010 Top Attorneys" and was also recognized as a "Rising Star" by Alabama Super Lawyers in 2011. He was selected as one of "The Best Lawyers in America" for 2013 and 2014 in the area of employee benefits (ERISA) law

Before entering law school, Martin worked as a governmental auditor performing financial and legal compliance audits of governmental entities for the State of Tennessee and the State of Alabama, and he is a Certified Public Accountant in Alabama.



Fran Smitherman, CFA, Senior Vice President, Director of Equity Research, Regions Investment Management, Birmingham, AL

As the Director of Equity Research, Ms. Smitherman is responsible for the RIM equity research team and oversees the management of the various opportunity portfolios.

She is also co-manager of the institutional value accounts. Ms. Smitherman is a member of the Investment Strategy Committee and is a contributor and co-editor of the monthly Investment Strategy Outlook, as well as other written pieces for client distribution. Ms. Smitherman has worked in the investment management profession in a research capacity since 1997. During that time, she has covered many different sectors of the economy including Consumer Discretionary, Consumer Staples, Telecommunications Services, Industrials, Diversified Financials and Healthcare. As a member of the Regions Investment Management Equity team, Ms. Smitherman participates in the management of the Total Return Opportunity Portfolio, the Equity Income Portfolio, and various other opportunity portfolios and institutional accounts. Ms. Smitherman has also served on the Asset Allocation Committee. She graduated Magna Cum Laude with a Bachelor of Science in Commerce and Business Administration from the University of Alabama in 1996, and earned her Master of Arts in Banking and Finance from the same institution in 1997. She has her Chartered Financial Analyst designation and is on the Board of Directors for the Chartered Financial Analyst Society of Alabama.



Brian Sullivan, CFA, President and Chief Investment Officer, Regions Investment Management, Birmingham, AL

Mr. Sullivan supervises a staff of professionals performing direct investment of discretionary funds and providing investment advice to other portfolios. Mr. Sullivan assumed his current position after the merger of AmSouth Bank and Regions Bank in November 2006, having previously served as President of AmSouth Asset Management. Mr. Sullivan joined First National Bank of Birmingham, later AmSouth Bank, in 1982. With AmSouth Asset Management, he served as head of Value Equity, Chief Fixed Income Officer, head of Employee Benefits Portfolio Management, Manager of Fixed Income Investments, Regional Trust Investments Manager, and Equity Research Analyst. Before joining AmSouth, now Regions Bank, Mr. Sullivan served as a utilities analyst for the Public Service Commission of the State of Alabama. Mr. Sullivan is a CFA® charterholder, and has served as President of the CFA Society of Alabama, of which he is a member. He received his M.B.A. with a concentration in Finance from Tulane University, and his B.A. in Economics from the University of the South.