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**2017 SBEN
Regional
Employee
Benefits Forum
and Cocktail
Reception**

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SOUTHEAST BENEFITS EDUCATION NETWORK

Program Agenda

- 1:00-1:30 Registration & Networking
- 1:30-2:30 Session 1 – Health Care Reform
Speaker: Ann Tyler Hall, JD, LL.M., Hall Benefits Law
- 2:30-2:45 Break & Networking
- 2:45-3:45 Session 2 – Best Practices for Paid Leave Programs
Speaker: Yvonne Breiter, Conduent HR Consulting
- 3:45-4:00 Break & Networking
- 4:00-5:00 Session 3 – The Evolution of Financial Wellness
Speaker: Brian Nelson Ford, SunTrust Banks, Inc.
- 5:00-6:00 Hosted Reception & Networking

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Ann Tyler Hall, JD, LLM

1:30-2:30

Session 1 – Health Care Reform: An Uncertain Marketplace and How Employers should Plan for 2018 & Beyond



Title: ERISA & Benefits Attorney

Company: Hall Benefits Law

Prior to forming Hall Benefits Law, Anne Tyler Hall practiced ERISA and Benefits Law with Alston & Bird LLP and King & Spalding LLP. She earned a Master of Laws in Taxation, with distinction, from Georgetown University Law Center and her Juris Doctor from the University of Alabama School of Law. She earned a Master of Science in International Development from the University of Bath as well as her Bachelor of Science in Finance and Economics, magna cum laude, from Birmingham-Southern College.

Hall Benefits Law is an ERISA and Employee Benefits law firm helping companies design and implement benefit plans that attract and retain top employees and avoid costly legal non-compliance errors. The combination that sets Hall Benefits Law apart is that of large firm experience, commitment to accessibility and responsiveness, and formation of true partnerships with clients.



HEALTHCARE REFORM:

AN UNCERTAIN MARKETPLACE AND HOW EMPLOYERS SHOULD PREPARE FOR 2018 AND BEYOND

SOUTHEAST BENEFITS
EDUCATION NETWORK (SBEN)
SEPTEMBER 27, 2017

Discussion Outline

Overview of ERISA

- **Why is Patient Protection and Affordable Care Act of 2010 (“ACA”)/ ERISA Legal Compliance So Important?**
 - DOL “Recoveries” in 2016
 - Governmental Jurisdiction over Health and Welfare Benefits

Healthcare Reform

- **Where Have We Been?**
 - Passage of ACA on March 23, 2010
 - Transformation of Health and Welfare Benefits Industry
 - Employer Pay or Play Penalty
 - Individual Penalty

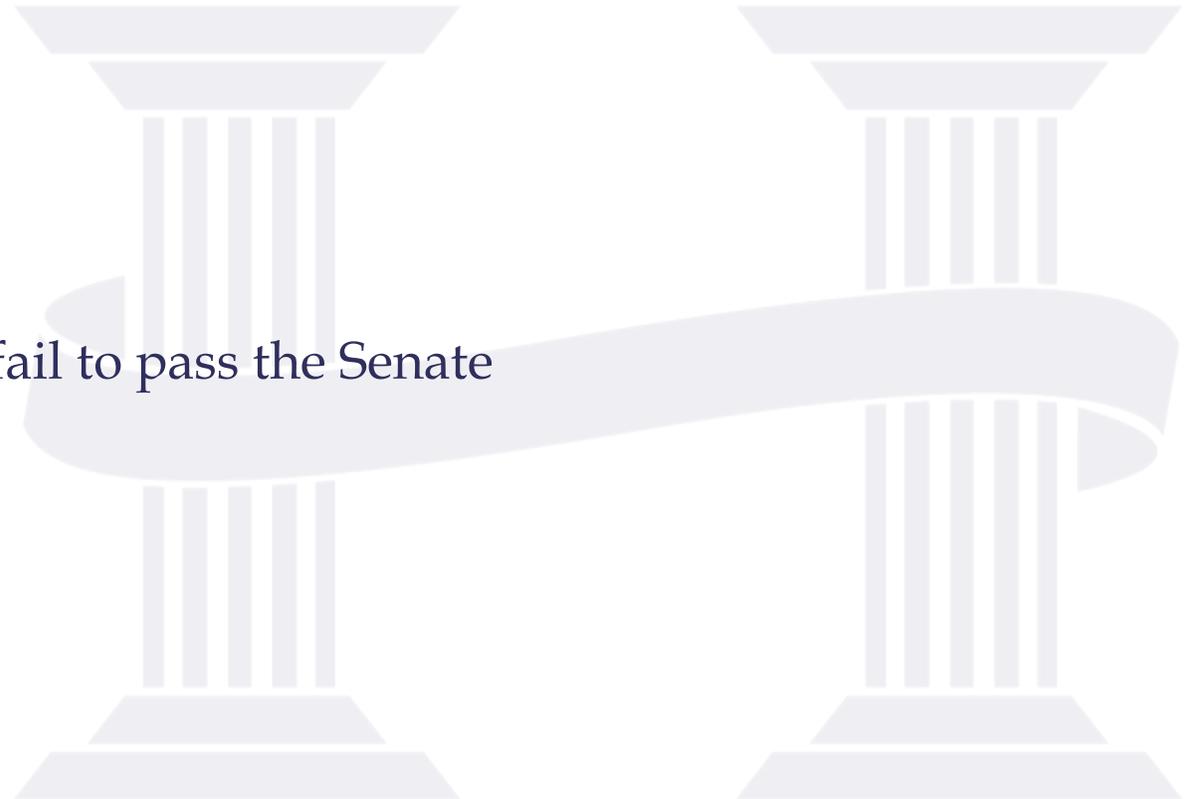
Discussion Outline

- **Where Are We Now?**

- ACA is still the law of the land
 - Employer penalties and affordability
- Plan design alternatives
- Recent Hall Benefits Law Matters

- **Where Might We Be Going?**

- ACA repeal amendments by Republicans fail to pass the Senate
- Shifting Towards a Bipartisan Approach?



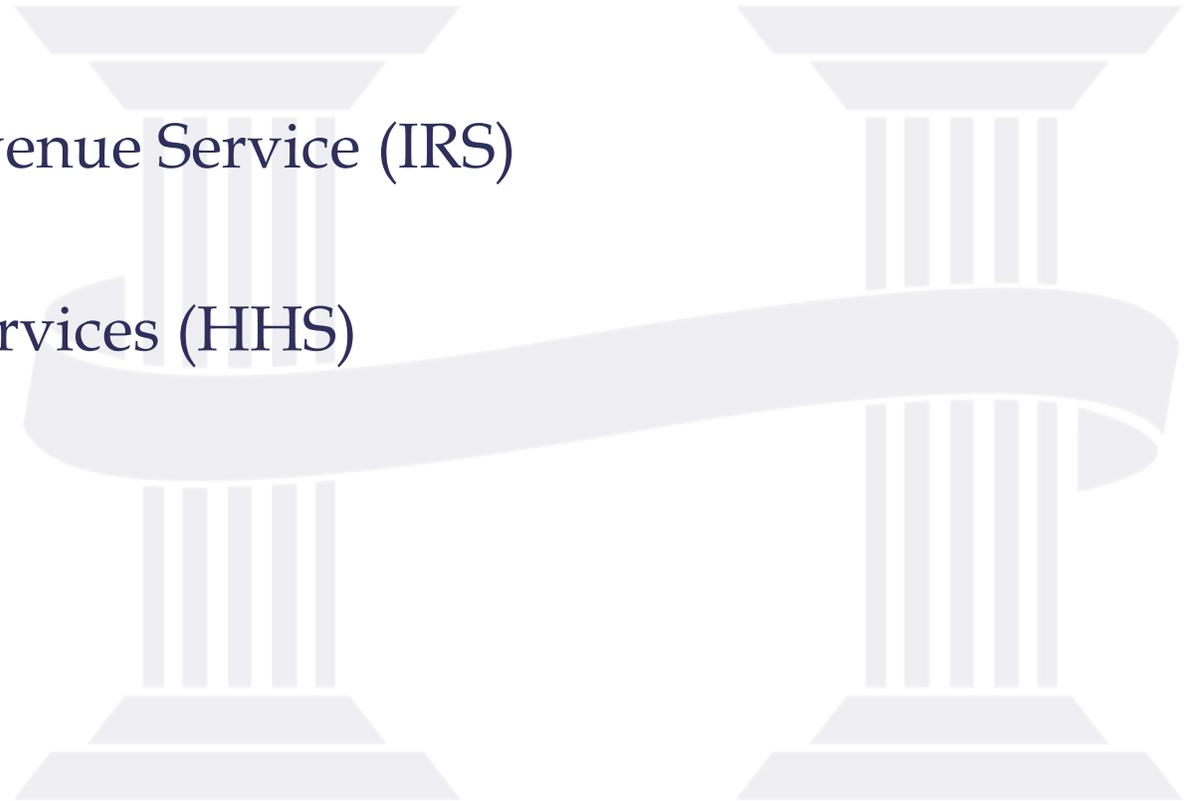
Overview



- Employee Retirement Income Security Act of 1974, as amended (“ERISA”)
- ERISA is a comprehensive set of federal laws that sets minimum standards for the benefit and protection of individuals participating in most pension and health plans provided by businesses in the private sector.

Governmental Jurisdiction/Employer Exposure

- Department of Labor (DOL)
- Department of Treasury/Internal Revenue Service (IRS)
- Department of Health and Human Services (HHS)
- Participants/Plaintiffs Lawyers



Why is ERISA Legal Compliance So Important?

Department of Labor (DOL) Audits

- DOL conducts thousands of audits of employee benefit retirement plans with a focus on violations of ERISA.
- Last year, the DOL collected \$777 million (\$696 million in 2015) in retirement and health and welfare benefit plan fines, voluntary fiduciary corrections and informal complaint resolutions.
 - ACA legal compliance part of these audits
- During 2016, DOL initiated more than 2,000 benefit plan “investigations.”
- Audits over past five years reveal both DOL and IRS are increasingly focused on the internal controls employers maintain for their employee benefit plans.

ERISA Penalties

- In 2015, Congress passed the Federal Civil Penalties Inflation Adjustment Act of 2015 (the “Inflation Adjustment Act”) to direct federal agencies to adjust the civil monetary penalties for inflation every year
- According to Congress, civil penalties ensure compliance with federal regulation by incentivizing employers not to violate federal regulation
 - When penalties are too low, or have failed to be increased for inflation, compliance with federal regulations remains stagnant

2017 Penalties

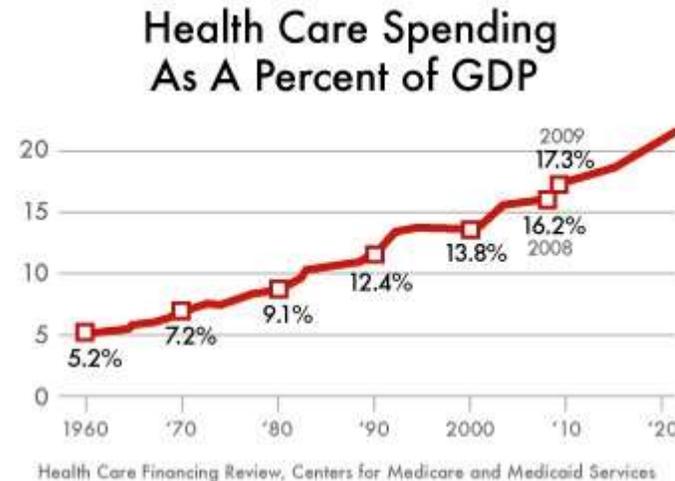
	2017	2016
Failure to furnish SBCs to DOL	Up to \$1,105/failure	Up to \$1,087/failure
Failure to furnish plan documents (including SPDs and SMMs) to DOL	\$149 per day up to \$1,496 per request	\$147 per day up to \$1,472 per request
Cap on unintentional failures to meet GINA requirements	\$558,078 maximum	\$549,095 maximum
Failure to File Form 5500	\$2,097 per day	\$2,063 per day

Healthcare Reform: HR Compliance Concerns

- In a survey by Chicago-based benefits broker, HUB International, surveyed more than 400 senior-level HR and finance executives at small and mid-size U.S. companies and found that:
 - ACA compliance ranked as a top concern by 69 percent of employers with 50 to 99 employees
 - ACA compliance ranked as a top concern by 51 percent of those with 500 to 1,000 employees
- More specifically, the survey found that 57 percent of all respondents were concerned about the burden of calculating affordability
- 45 percent were concerned about calculating the number of full-time employees and equivalents – potential red flags for IRS audits

Health Care Industry vs. GDP

- According to the Centers for Medicare & Medicaid Services as of December 2016:
 - U.S. health care spending grew 5.8 percent in 2015, reaching \$3.2 trillion or \$9,990 per person.
 - As a share of the nation's Gross Domestic Product (GDP), health care spending accounted for 17.8 percent



ACA: Where Have We Been?

ACA Health Insurance Reforms (Applicable to All Group Health Plans)

- Annual and Lifetime Limits on the Value of Benefits
- Prohibition on Rescissions
- Prohibition on Preexisting Condition Exclusions
- Coverage of adult children

ACA: Where Have We Been?

ACA Health Insurance Reform

- First dollar coverage of preventive care
- Patient Protections
- Summary of Benefits and Coverage
- Nondiscrimination Testing Requirements for Fully Insured Health Plans(?)



ACA: Where Have We Been?

- Employer Penalties (for Applicable Large Employers)
 - Sledgehammer Penalty: \$2,000/12 for each full-time employees if ACA-compliant coverage not offered to substantially all employees
 - \$3,000 per employee who is not offered ACA-compliant coverage
- Health FSAs
 - Prior to ACA, no cap on contributions
 - Under ACA and beginning in 2013, \$2,500 limit
 - ACA limited FSA reimbursement of over-the-counter prescription drugs

ACA: Where Have We Been?

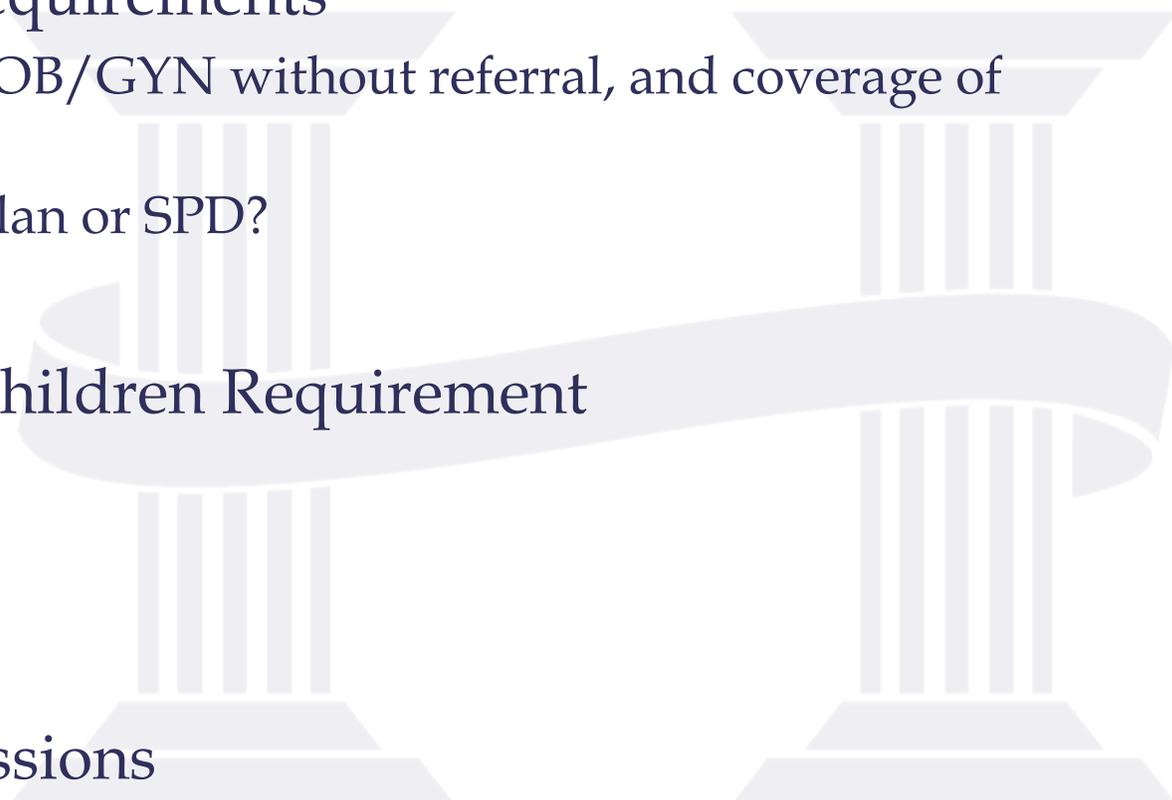
Individual Penalty

Effective January 1, 2014, individual penalty applied as follows:

- For 2014, \$95 per uninsured person or 1% of household income
- For 2015, \$325 per uninsured person or 2% of household income
- For 2016, \$695 per uninsured person or 2.5% of household income

ACA: Where Have We Been?

DOL ACA Audit Issues

- Compliance with Patient Protection Requirements
 - Choice of healthcare professional, right to OB/GYN without referral, and coverage of emergency services
 - Are these notices included in your Wrap Plan or SPD?
 - Compliance with Coverage of Adult Children Requirement
 - Mental Health Parity Act
 - Compliance with Prohibition on Rescissions
- 

ACA: Where Have We Been?

DOL ACA Audit Issues (cont.):

- Plan Compliance with Prohibition on Annual and Lifetime Limits
- Compliance with 90-Day Waiting Period Limitation
- Compliance with Variable Hour Employee Requirements
- Review of SBC Contents and Timing of Delivery

ACA: Where Have We Been?

Other DOL Audit Issues

- SPDs and Summary of Material Modifications
- Plan documents and amendments
- Form 5500s, and proof of filing
- Documentation of mandatory employee notices
- Enrollment packages for participants
- HIPAA policies and procedures
- Identity of plan trustees, administrators
- Transaction records such as bank statements, cancelled checks, premium payments



Recent Cases:

Common ERISA Legal Compliance Issues

- Deficient or missing:
 - Health Plan Summary Plan Descriptions
 - Cafeteria Plan Documents
 - Wrap Plan Documents
- **Example: Local private school filing one Form 5500 with no Wrap Plan document**
- Failure to review and fully understand adequately review administrative services contracts, including
 - Lack of contemplation of how disagreements will be handled

Health Plan Service Agreements: Why Are They So Important?

What risks do I have if I do not know the terms of my agreements with my third party administrators (TPAs)?

Recent Matter:

- Leading supplier of fabrics, vinyls, leathers and textiles to automotive, marine and furniture industries
- Employer thought third party handled, and was responsible for, preparation and submission of all ACA reporting
- In fine print, the Administrative Services Agreement (ASA) included language indemnifying the third party Administrator from all ACA reporting failures and any related penalties and fees



ACA Reporting Penalties

IRS Liability (for 2017)

- Penalty for providing an incorrect statement to employees/enrollees is \$260
- Separate penalties for returns filed with the IRS and those furnished to individuals
 - ACA reporting failures can easily result in double penalties
- In most cases, the total penalty for all reporting failures cannot exceed \$3,193,000 per calendar year
- For violations due to “intentional disregard,” each \$260 penalty can increase to \$530 per failure
 - No cap on the total penalty amount

Health Plan Service Agreements: Why Are They So Important?

- Are you obligated to arbitration?
 - Do you want to be obligated to arbitration?
- Minimize legal exposure to governmental agencies or private plaintiffs arising out of violation of applicable legal standards
 - Document party's intentions and commitment to compliance
- Memorialize the rights and obligations establishing and governing the legal relationship between the parties for the parties and others with an interest in the relationship
- **Prevent or promote resolution of disputes between the parties by clearly defining the respective responsibilities and rights of each party**

Health Care Reform: Where Are We Now?

- ACA is still the law of the land
- On January 20, 2017, President Trump issued an Executive Order Minimizing the Economic Burden of the Patient Protection and Affordable Care Act Pending Repeal that permits federal agencies to exercise authority to reduce potential burdens of ACA
- However, the IRS has clarified that this Executive Order does not change the law



Employer Penalties

- The IRS has confirmed that applicable large employers continue to be liable for the Employer Pay or Play Penalty
 - Employers responsible for Pay or Play Penalty if they fail to offer *affordable*, minimum essential coverage to *substantially all* (95%) full-time employees

Affordability Safe Harbor

- **Generally, employer-sponsored health insurance coverage is considered affordable** if an employee's required contribution for self-only coverage does not exceed the following percentage of an employee's household income:
 - 2014: 9.50 percent
 - 2015: 9.56 percent
 - 2016: 9.69 percent
 - 2017: 9.56 percent

Employer Penalties

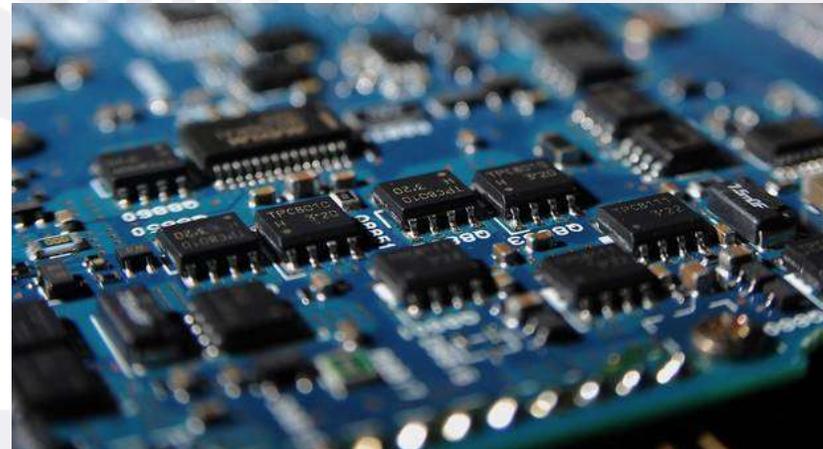
	2017	2016
Failure to offer health coverage to substantially all full-time employees	$\$2,260/12 =$ $\$183.33/\text{month}$ Minus the first 30	$\$2,160/12 = \$180/\text{month}$ Minus the first 30
Failure to offer coverage that is minimum value and affordable	$\$3,390/12 =$ $\$282.50/\text{month}$	$\$3,240/12 = \$270/\text{month}$

Individual Penalties

- For 2017, individuals without health insurance pay the higher of:
 - 2.5% of household income; or
 - \$695 per adult, \$347.50 per child, for a family maximum of \$2,085.
- Individuals who will not have employer health coverage for 2018 can enroll for health coverage at HealthCare.gov during the open enrollment period of November 1, 2017 – December 15, 2017
 - 2017 open enrollment period shortened from 2016 open enrollment period of November 1, 2015 through January 31, 2016

Recent Matter: Technology Firm Looking to Implement Affordable Health Plan Design Alternatives

- Technology consulting and design firm supporting projects nationwide and around the world
- Wanted to provide affordable benefits for rank-and-file and richer benefits for executives
- Plan design issues to consider:
 - Legal compliance
 - Cost (tax efficiencies/pre-tax dollars)
 - Administrative requirements
 - Customized optimization of benefits for specific employee demographic



Recent Matter: Technology Firm Looking to Implement Affordable Health Plan Design Alternatives

Fully Insured Plan for Executives

- A fully insured health plan shifts the risks of large benefits claims onto a third party but is more expensive than a self-insured plan
- A fully insured plan is not subject to Code Section 105(h) self-insured nondiscrimination testing regulations
- If offered as part of a cafeteria plan, fully insured plan benefits are still subject to Code Section 125 nondiscrimination testing rules

Recent Matter: Technology Firm Looking to Implement Affordable Health Plan Design Alternatives

Health Care Stipend

- On the Healthcare Exchange, a Silver plan (reimbursing approximately 70% of the costs of care) would cost around \$650 per month (\$7,800 per year)
- The employer can provide a stipend of \$7,000 to cover most the health plan costs
- In the 28% tax bracket, employee loses:
 - Between \$1,680 and \$1,960 to federal income tax
 - Another \$420 to state tax
 - Another \$535.50 to employment tax
- The employer must pay employment tax of \$535.50 on this amount

Recent Matter: Technology Firm Looking to Implement Affordable Health Plan Design Alternatives

QSEHRA

- A QSEHRA allows an eligible employer to reimburse employees for medical expenses listed in Code Section 213(d), including insurance costs
 - This arrangement is essentially an HRA that allows premiums to be reimbursed on a pre-tax basis as long as:
 - Employer has fewer than 50 employees
 - The same terms must be offered to all eligible employees
 - The employer must put the same amount away for each employee
 - the amount set aside for the employee cannot exceed \$4,950 for a single employer and \$10,000 for a family plan.
- QSEHRA payments subject to Cadillac tax (assuming it remains in effect)

Health Care Reform: Where Are We Now?

- Affordable Health Coverage Options:
Consumer-Driven Health Care Options
 - Health Savings Accounts (HSAs)
 - Health Reimbursement Accounts (HRAs)
 - Health Flexible Spending Accounts (Health FSAs)



Health Savings Accounts: Features

An HSA is like a personal savings account, but the money is used only for qualified health care expenses.

Features Include:

- Tax-deductible contributions
- Portable
- Funds roll over
- Tax-free withdrawals for qualified medical expenses
- Tax-free earnings (participants can invest funds)
- May be funded by employers, employees, or both
- Cannot be used to pay health insurance premiums



HSA 2017 Limits

HSA Contribution Limits (employer + employee)	Self-only: \$3,400; Family: \$6,750
HSA Catch-Up Contributions (Age 55 or older)	\$1,000
HDHP Minimum Deductibles	Self-only: \$1,300; Family: \$2,600
HDHP Maximum Out-of-Pockets (deductibles, co-pays, and other amounts but not premiums)	Self-only: \$6,550; Family: \$13,100

Health Reimbursement Arrangements (HRAs)

HRAs are tax-advantaged employer health benefit plan that reimburses employees for out-of-pocket medical expenses and individual health insurance premiums

Features Include:

- Must be 100% employer funded
- Tax-deductible contributions (for the employer)
- No out-of-pocket maximums (as required for an HSA)
- No limit on contributions
- **HRA funds can be used to pay for health insurance premiums**

Generally, an employee cannot participate in both an HSA and an HRA.

Health FSAs

- A Health Flexible Spending Account (a “Health FSA”) is a special account you put money into that you use to pay for certain out-of-pocket health care costs
- You don't pay tax on this money
- 2017 Health FSA Limit: \$2,600
- Reimbursements permitted only for out-of-pocket health care expenses



Healthcare Reform: Where Might We Be Going?



Health Care Bill Comparison

Affordable Care Act	American Health Care Act	Better Care Reconciliation Act
<p><u>HSA Restrictions</u> Tax on HSAs for nonmedical expenses is 20 percent</p> <p>HSA funds cannot be used for over-the-counter medical items w/o a prescription</p> <p>HSAs may not reimburse expenses incurred before the account is established</p>	<p>Tax on HSAs for nonmedical expenses is 10 percent</p> <p>HSA funds may be used for over-the-counter medical items</p> <p>HSAs may reimburse expenses incurred up to 60 days before the account is established</p>	<p>Tax on HSAs for nonmedical expenses is 10 percent</p> <p>HSA funds may be used for over-the-counter medical items</p> <p>HSAs may reimburse expenses incurred up to 60 days before the account is established</p>
<p><u>Flexible Spending Accounts</u> Limits amount an employee may contribute to a health FSA, originally set at \$2,500 then indexed for inflation (the 2017 limit is \$2,600)</p>	<p>Removes contribution limit; employers may cap employee contributions</p>	<p>Removes contribution limit; employers may cap employee contributions</p>
<p><u>Essential Health Benefits (EHBs)</u> Group health plans cannot place annual or lifetime limits on EHBs</p>	<p>States can apply for a waiver from EHB requirements and set their own; group health plans could presumably use a waiver state's EHB benchmark and place maximums on non-EHB benefits</p>	<p>States can apply for a waiver from EHB requirements and set their own; group health plans could presumably use a waiver state's EHB benchmark and place maximums on non-EHB benefits</p>

Healthcare Reform: Where Might We Be Going?

- **American Health Care Act** passed by the House Representatives on May 4, 2017
- **Better Care Reconciliation Act**– The Senate voted but did not approve passage of this Act on July 25, 2017
- **Better Care Reconciliation Act**
 - Repeal and Replace Amendment
 - 43- Yes, 9 -No
 - Republicans
 - 0-Yes, 48-No
 - Democrats
 - 0-Yes, 48-No



Healthcare Reform: Where Might We Be Going?

- **Obamacare Repeal and Reconciliation Act**

- Partial repeal amendment
- Republicans
 - 45- Yes, 7 -No
- Democrats
 - 0-Yes, 48-No

- **Health Care Freedom Act**

- “Skinny” repeal amendment
- Republicans
 - 49- Yes, 3 -No
- Democrats
 - 0-Yes, 48-No



Healthcare Reform: Latest Replacement Proposal

Graham-Cassidy-Heller Proposal

- Block-grants to Medicaid
 - Fixed federal grants based on the state and federal Medicaid spending in that state
 - Spending caps and more State autonomy as it relates to Medicare
 - Spending shift away from states that expanded Medicaid to those that haven't
 - Provides states considerable discretion to design local solutions for health-care provision
- Rand Paul has been negative about the bill
 - Susan Collins has expressed broad concern about the bill and John McCain has indicated that he will oppose the bill
 - Consumer groups, doctors, hospitals, insurance companies, governors and state Medicaid officials have criticized the bill

Health Care Reform: Latest Replacement Proposal

Graham-Cassidy Proposal

- Senate Republicans will have to use Reconciliation Process
 - **Reconciliation** is a legislative process of the United States Congress that allows expedited passage of certain budgetary legislation on spending, revenues, and the federal debt limit with a simple **majority vote** in both the House (218 votes) and Senate (**51 votes**)
- Congressional Budget Office (CBO) expected to provide a preliminary fiscal assessment early in the week but it indicated that it would not be able to complete an analysis of the bill's effects on health insurance coverage or premiums by September 30

Healthcare Reform: Latest Replacement Proposal

- **On Friday, September 22, John McCain expressed opposition to the Graham-Cassidy Proposal**
 - “I believe we could do better working together, Republicans and Democrats, and have not yet really tried... [N]or could I support it without knowing how much it will cost...how many people will be helped or hurt by it.”
 - “We should not be content to pass health care legislation on a party-line basis, as Democrats did when they rammed Obamacare through Congress in 2009...[I]f we do so, our success could be as short-lived as theirs when the political winds shift, as they regularly do”
 - Bill of this magnitude “requires a bipartisan approach”

<https://www.nytimes.com/2017/09/22/us/politics/mccain-graham-cassidy-health-care.html?mcubz=0>

- **On Sunday, September 24, Senator Lindsay Graham (R-SC) said:**
 - “So yes, we're moving forward and we'll see what happens next week. I'm very excited about it, we've finally found an alternative to ObamaCare”

<http://thehill.com/homenews/sunday-talk-shows/352125-graham-pushes-back-on-working-with-democrats-on-health-care-reform>

Healthcare Reform: Shift Towards Bipartisanship?

- Last month, a bipartisan group of eight governors, led by John Kasich (R-OH) and John Hickenlooper (D-CO) submitted a letter to Congress calling for changes to Obamacare that would:
 - Focus on stabilization of states' insurance exchange markets that remain extremely fragile in many states
 - Funding Obamacare's cost-sharing reduction subsidies
 - Tax breaks to insurers that enter counties with only one insurance option
 - Maintenance of ACA's requirement that all individuals purchase insurance or pay a fine, at least until a replacement can be put in place
- The Governors' letter avoids one of the most contentious parts of the repeal debate --ACA's expansion of Medicaid

Healthcare Reform: Shift Towards Bipartisanship?

- Governors' letter highlights:
 - Continuing uncertainty about the direction of federal health insurance policy is:
 - Driving up premiums
 - Eliminating competition
 - Leaving consumers with fewer choices
- According to Bloomberg, insurers' exchange retreat has left almost a quarter of enrollees with just one insurance company option for 2018

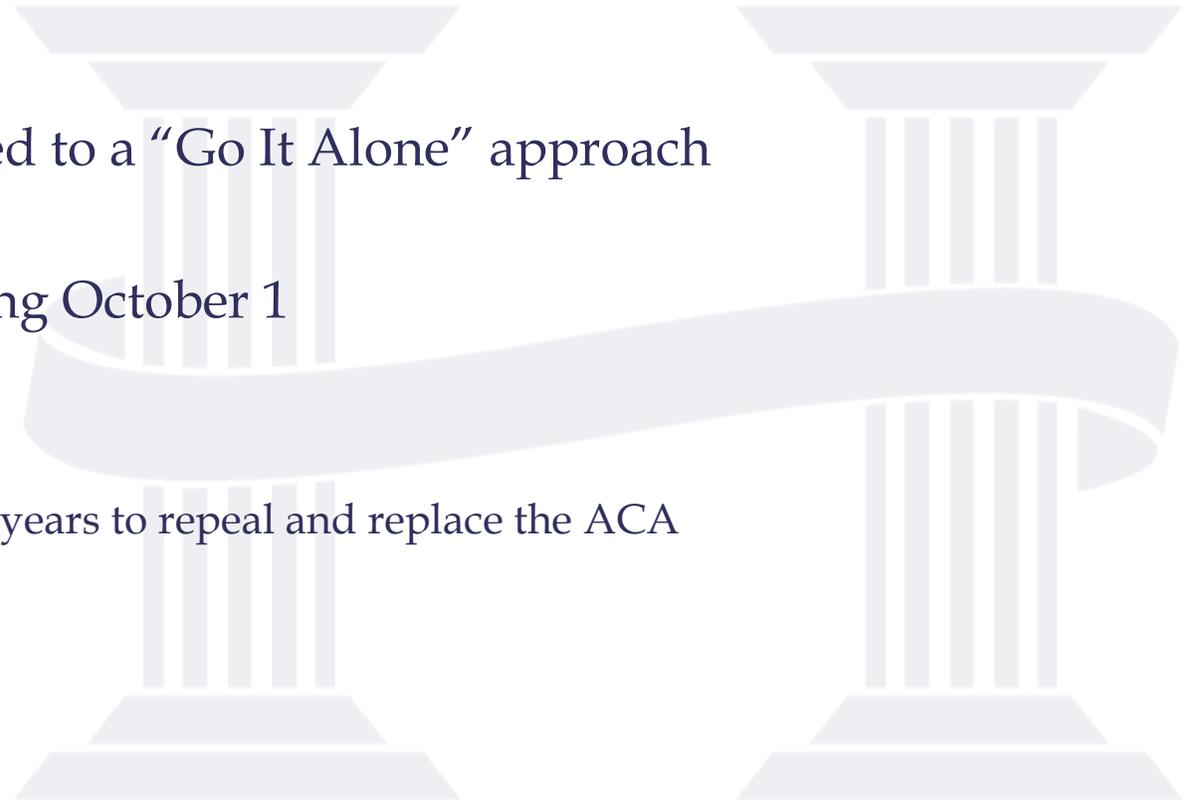
Healthcare Reform: Current Political Landscape

- Senator Lamar Alexander, (R-Tennessee) taking the lead on some of the efforts to amend ACA
 - Designing an Obamacare package to include money for insurers to defray low-income Americans' health costs
 - Flexibility for states to decide how they cover their citizens under ACA
- GOP lawmakers are making an effort to get Democrats to join them
 - **Alexander indicated that members of both parties will have to agree to proposals that include compromise**
- Senator Susan Collins, the Maine Republican who was one of three votes against repealing ACA has called Senate hearings on an ACA replacement bill, which Republicans declined to hold during their initial repeal effort

Healthcare Reform: Current Political Landscape

- **Republican-Led Repeal**

- Graham-Cassidy Proposal
- Graham, Cassidy, Cruz– Appear committed to a “Go It Alone” approach
- Ability to restore 51-vote majority beginning October 1
- Political Impetus
 - Republican lawmakers have promised for seven years to repeal and replace the ACA



Healthcare Reform: Current Political Landscape

- **Bipartisan Approach**

- Bipartisan Governors' Letter
 - Exchange uncertainty and disruption to the insurance market
- Collins, McCain, Alexander and the appearance of an increased focus on bipartisanship
- Expiration of 51-vote majority through Reconciliation Process on September 30
- Rand Paul
 - Full-scale repeal
- Collins, Murkowski, McCain, Heller
 - Repeal goes too far

Hall Benefits Law

ERISA Sub-Practice Areas Include:

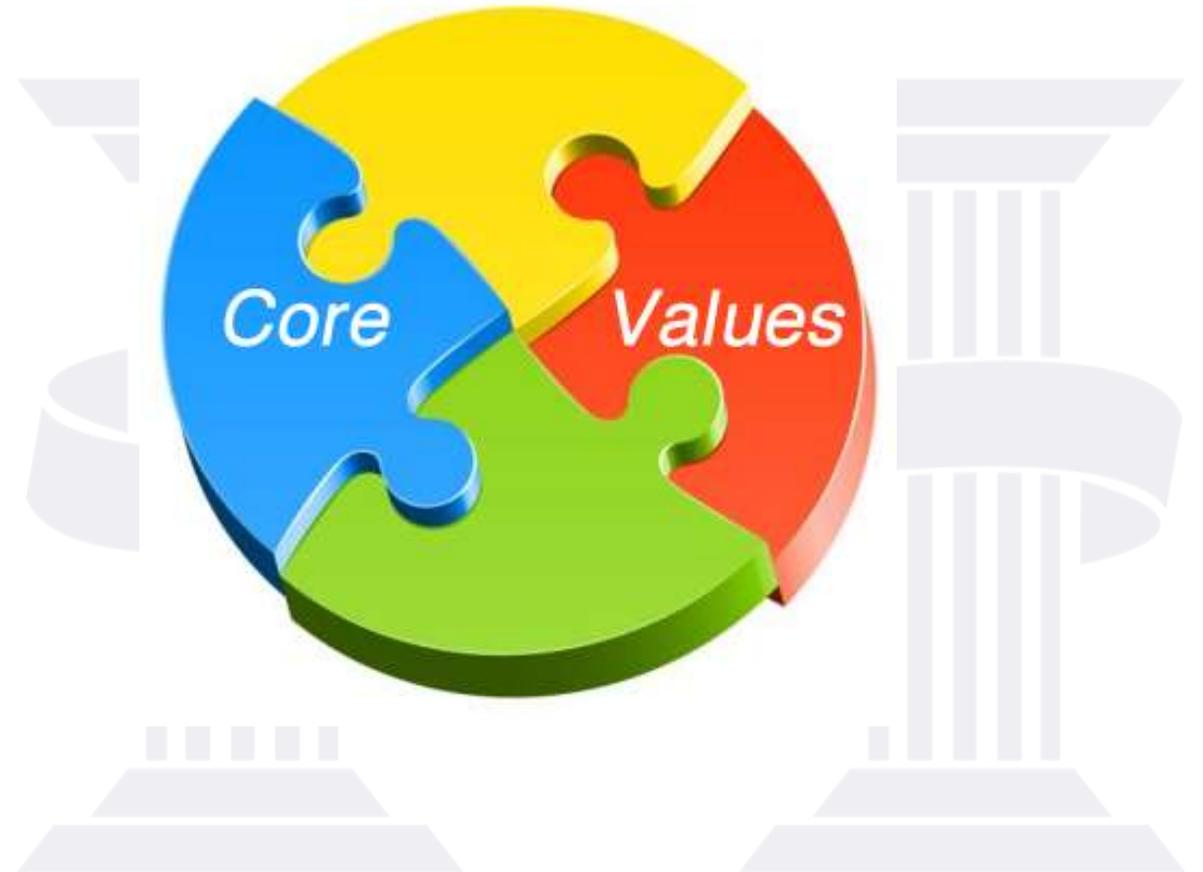
- Employee Benefits in Mergers and Acquisitions
- Employee Stock Ownership Plans (ESOPs)
- Executive Compensation
- Health and Welfare Benefits
- Health Care Reform
- Retirement Plans



Hall Benefits Law

Our core values include:

- Experience
- Responsiveness
- Efficiency
- Mitigation of compliance exposure



Hall Benefits Law

- Focus on Proactive Legal Compliance
 - ACA self audits
 - Addressing ACA and other health and welfare benefits ERISA legal compliance issues before they become costly legal compliance errors
 - Review of Health Plan Administrative Services Agreement
 - Counsel on cost-efficient health plan design alternatives



Hall Benefits Law



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Yvonne Breiter

2:45-3:45

Session 2 – Best Practices for Paid Leave Programs: Navigating State and Local Leave Laws



Title: Director, Absence & Productivity Practice

Company: Conduent HR Consulting

Yvonne Breiter is a director in the Absence & Productivity Solutions specialty consulting group. She brings to bear 20 years of experience in Absence Management within the areas of benefits consulting, product development and delivery, and relationship management. Yvonne's strength is her ability to truly listen to her clients, identifying the issues and opportunities, and formulating a strategy to address them. Yvonne is also passionate about leveraging the interdependencies among absence/disability, wellness programs, and healthcare delivery. A holistic approach can deliver a healthier and more productive workforce and lead to lower medical costs. Yvonne is located in Southern California.

Experience

Twenty years in the area of absence management working with clients from 1,000 to 90,000 lives in several industries including oil and gas, utilities, healthcare, technology, and retail. Yvonne spent the first 9 years of her career in the Absence Management practice at Mercer, starting as an Analyst and ultimately becoming a Sr. Associate selling and leading client engagements and participating in strategic initiatives to grow the practice in the West region. Prior to joining Conduent, Yvonne was a Sr. Disability Consultant in the National Accounts division at MetLife working with clients with 5,000 plus lives as well as smaller clients with highly customized disability and leave processes. In her role Yvonne also worked on ad-hoc initiatives such as international projects to develop the infrastructure for disability operations to support product growth in key international markets.

Education & Community Engagement

Bachelor of Arts degree with a double major in Economics and Psychology from Claremont McKenna College

Master's in Business Administration with a Healthcare focus from the University of California Irvine

Volunteering with New Beginnings, a local non-profit animal rescue association



Navigating Change

Paid Sick & Paid Family Leave

**Conduent Human Resource Services
Absence & Productivity, Brokered Services**

Introduction

Yvonne Breiter

Absence & Productivity, Director

Conduent Human Resource Services



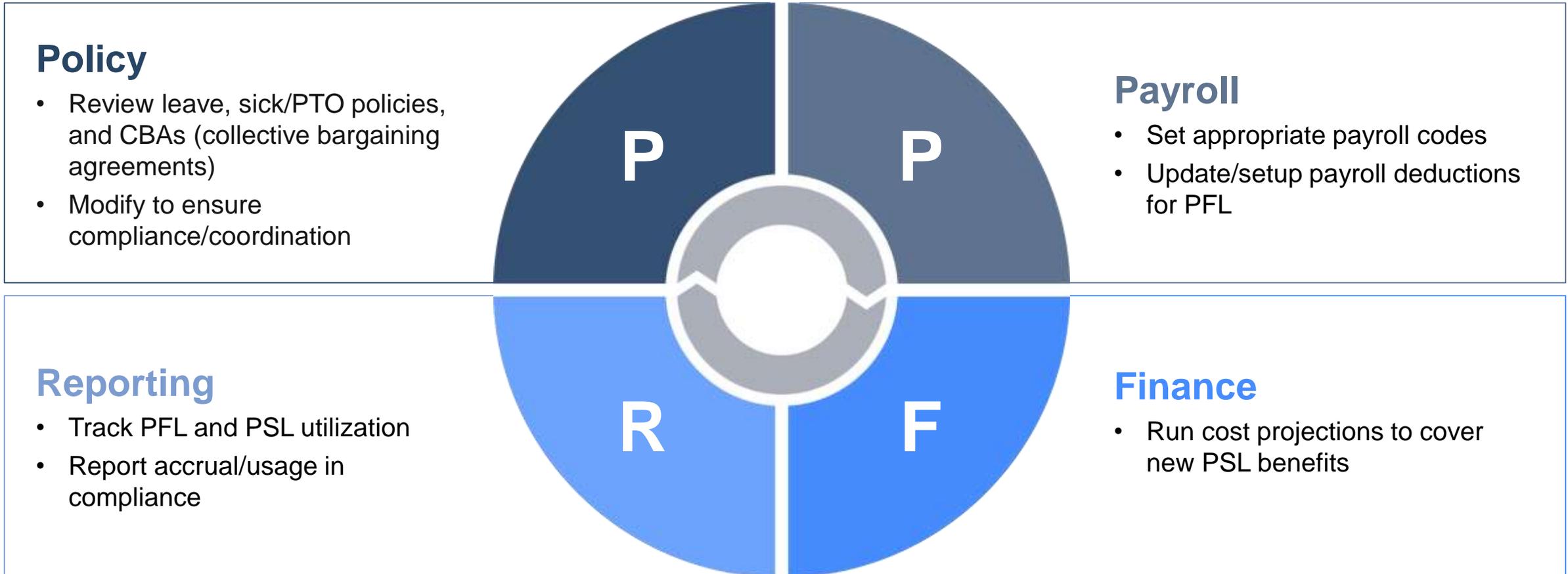
Today's Discussion

- Impact of Paid Family and Paid Sick Leave on Employers
- Paid Family Leave (PFL) Compliance Updates
- Paid Sick Leave (PSL) Compliance Updates
- Q&A



Paid Family and Paid Sick Leave Impact on Employers

PFL and PSL Impact on Employers



Mandated Paid Family Leave

Compliance

The road to compliance is straightforward



Communications

- Update policies to include PFL language (internal / carrier if applicable)
- Comply with notice requirements (posting, EE notice of rights)

Payroll

- Set up new payroll code for PFL
- Set up applicable EE payroll deductions

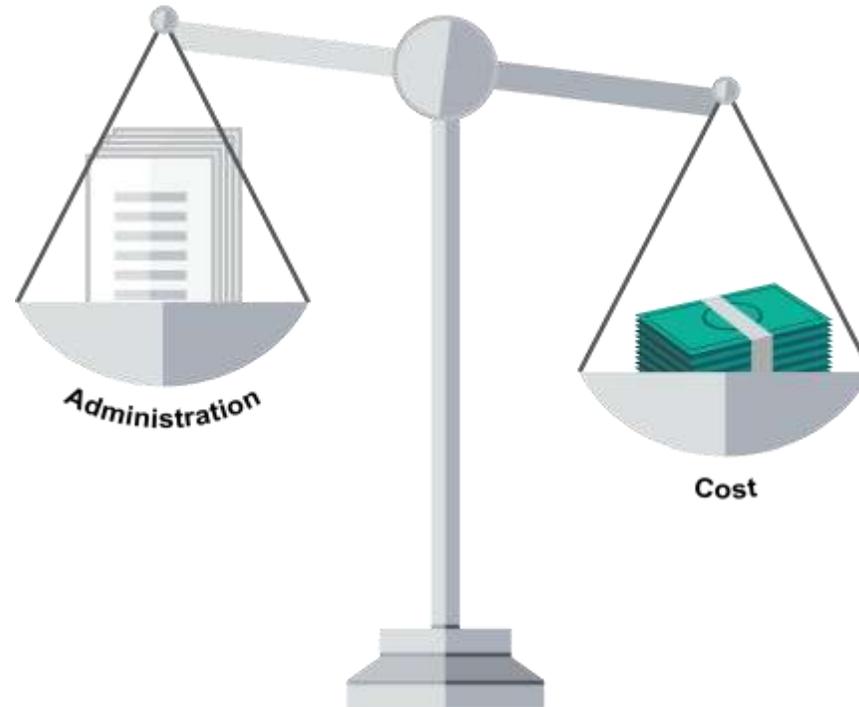
Finance

- No direct impact if PFL funded by state fund
- Potential upfront cost to fully insure or self insure if no state fund

Mandated Paid Sick Leave

The Challenge

The road to compliance is a balancing act between ease of administration and cost



Mandated Paid Sick Leave

Compliance

The road to compliance is **not** straightforward



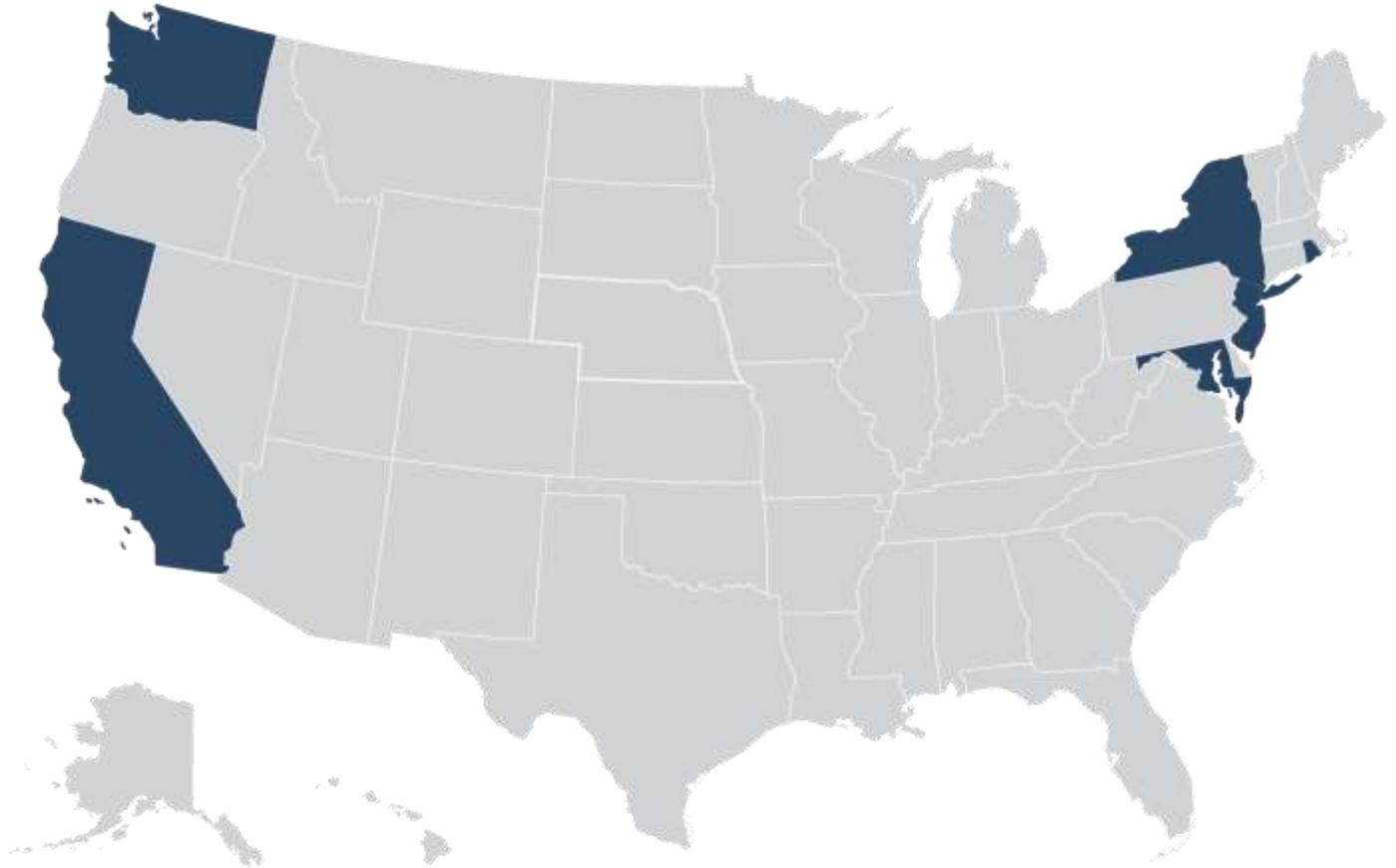
Paid Family Leave (PFL) Compliance Update

Paid Family Leave (PFL)

Landscape – September 2017

Approved PFL

- CA – Revised
- D.C. – New
- NJ
- NY – New
- RI
- WA – Passed 2007/ New Effective 7/1/2020



Paid Family Leave (PFL)

What is new for 2016/2017 YTD

<p>CA</p>	<ul style="list-style-type: none"> • Effective 1/1/2018 • Revisions to elimination period and benefit percentage
<p>NY</p>	<ul style="list-style-type: none"> • Effective 1/1/2018 • New state mandated PFL
<p>WA</p>	<ul style="list-style-type: none"> • Effective 1/1/2020 (was originally approved in 2007 but never funded or implemented until now) • New state mandated PFL
<p>D.C.</p>	<ul style="list-style-type: none"> • Effective 7/1/2020 • New Universal Paid Leave Amendment Act • Most generous paid family and medical leave act in the country

California PFL – Upcoming Changes

Effective 1/1/2018

Changes set to sunset after a 4-year trial period

	Present	New - Effective 1/1/2018 to 12/31/2021
Benefit waiting period	<ul style="list-style-type: none"> 7 calendar days 	<ul style="list-style-type: none"> None
Income Replacement	<ul style="list-style-type: none"> 55% of EE weekly wage 	<ul style="list-style-type: none"> EE quarterly earnings > \$929 & < 1/3 of CA av. Quarterly wage: 70% of weekly wage EE quarterly earnings > 1/3 CA av. Quarterly wage: greater of 60% of EE weekly wage or 23.3% of CA av. weekly wage EE quarterly earnings < \$929: \$50 weekly benefit

New York PFL

Effective 1/1/2018

Phased in approach over 4 years

Qualifying Reason	<ul style="list-style-type: none"> • Family Leave: care of a family member with a serious health condition • Parental Leave: child bonding
Employer Eligibility	<ul style="list-style-type: none"> • Private employers that employ one or more employees on at least 30 days in any calendar year
Employee Eligibility	<ul style="list-style-type: none"> • Employees who regularly work less than 20 hours per week will become eligible for paid family leave on the 175th day of work within a consecutive 52-week period • Employees who work 20 or more hours per week will become eligible for paid family leave on the 26th consecutive work week of employment • Excludes independent contractors, certain livery and black car operators, clergy and ministers, and others
Benefit	<ul style="list-style-type: none"> • 1/1/2018 8 weeks / 50% of employee's AWW or 50% of NYSAWW, whichever is less • 1/1/2019 10 weeks / 55% of employee's AWW or 55% of NYSAWW, whichever is less • 1/1/2020 10 weeks / 60% of employee's AWW or 60% of NYSAWW, whichever is less • 1/1/2021 12 weeks / 67% of employee's AWW or 67% of NYSAWW, whichever is less

New York PFL

Effective 1/1/2018 (cont.)

Job Protection/ Reinstatement	Yes. Awaiting further guidance on what restoring an employee to the “same or comparable” position following PFL leave means and whether it tracks FMLA’s “same or equivalent” standard
Employee Notification Requirements	<ul style="list-style-type: none"> • Foreseeable event: 30 days advance notice • Unforeseeable event: as soon as practicable • Intermittent leave: employees to provide notice as soon as practicable before each day of intermittent leave
Employer Notification Requirements	<ul style="list-style-type: none"> • Update employee handbooks to include PFL rights and employee obligations • Workplace posting requirement
Contribution	<ul style="list-style-type: none"> • 100% EE paid
Exclusions	<ul style="list-style-type: none"> • Employees who are entitled to receive family leave benefits under a collective bargaining agreement (CBA), as long as it provides benefits that are at least as favorable as set forth in the regulations • Employees who will not meet the minimum eligibility requirement may opt out

New York PFL

Effective 1/1/2018 (cont.)

Employer Responsibilities

Implement EE Payroll Deductions

- Maximum employee contribution is 0.126% of an employee's weekly wage not to exceed the NYSAWW (currently \$1,305.92) to be updated once a year on or by 9/1
- Payroll deductions: optional 7/1/2017 & mandatory 1/1/2018
- August 25, New York State Department of Taxation and Finance issued guidance on the tax treatment of family leave contributions and benefits

Determine PFL Funding Arrangement

- If DBL fully insured / PFL fully insured or ASO
- If DBL ASO / PFL fully insured or ASO

Administration Guidelines

- Run PFL concurrent with FML
- Allow but do not require use of PTO/vacation to supplement PFL benefit unless PFL is designated to run concurrent with FML, in which case an employer may charge an employee's time off in accordance with FML rules
- Review collective bargaining agreements (CBAs) to determine if PFL requirements are covered
- Review/modify existing company paid leave policies

Washington PFL

Effective 1/1/2020 – Rulemaking in progress

Washington PFL to be administered by the Employment Security Department (ESD)

Qualifying Reason

- **Family Leave:** care of a family member with a serious health condition
- **Medical Leave:** employee’s own serious health condition as defined by FML
- **Parental Leave:** child bonding
- **Military Leave:** certain military assignments like short-notice deployments, military events, urgent childcare and related activities, and post-deployment activities

Employer Eligibility

- All private employers / no minimum number of EEs

Employee Eligibility

- Employees who work at least 820 hours during the qualifying period

Benefit

- Benefit calculation based on a percentage of the employee’s average weekly wage
- \$1,000 weekly max
- \$100 weekly minimum

Washington PFL

Effective 1/1/2020 – Rulemaking in progress (cont.)

Eligibility Waiting Period	<ul style="list-style-type: none"> • 7-day waiting period unless the leave is pregnancy related
Duration	<ul style="list-style-type: none"> • Family Leave: up to 12 weeks • Medical Leave: up to 12 weeks or 14 weeks if the condition is pregnancy related • Family and Medical Leave: up to 16 weeks for a combined family and medical leave
Job Protection	<ul style="list-style-type: none"> • Yes if ER is covered by FMLA (i.e. ER has 50+ EEs)
Employee Notification Requirements	<ul style="list-style-type: none"> • To be defined
Employer Notification Requirements	<ul style="list-style-type: none"> • To be defined
Funding/Contribution	<ul style="list-style-type: none"> • ER payroll tax of 0.4% of the wage for each covered EE beginning 1/1/2019 • ERs may deduct up to 100% of premium for the family portion and up to 45% for the medical leave portion (the ER is responsible for 55% of the medical leave premium) • ERs with less than 50 employees are exempt from paying premiums

Washington PFL

Effective 1/1/2020 (cont.)

Employer Responsibilities

Implement Payroll Tax

- Prepare payroll to implement new payroll tax
- Payroll tax to start on 1/1/2019

Administration Guidelines

- Await further administrative guidelines on notice and tracking requirements
- Run Washington PFL concurrent with FML
- Review CBAs to determine if PFL requirements are covered
- Review/modify existing company paid leave policies after administration guidelines are further defined

District of Columbia Universal Paid Leave

Effective 7/1/2020

Universal Paid Leave Amendment Act to be administered by a newly created D.C. agency

Qualifying Reason

- **Family Leave:** care of a family member with a serious health condition
- **Medical Leave:** employee’s own serious health condition
- **Parental Leave:** child bonding

Employer Eligibility

- All private employers / no minimum number of EEs

Employee Eligibility

- Works more than 50% of the time in D.C.
- Regularly works for a covered ER in D.C. and no more than 50% for a covered ER in another jurisdiction
- Has worked ‘some or all’ of the previous 52 weeks for a covered ER in D.C.

Benefit

- Benefit calculation based on formula including EE earnings for the prior 4-5 quarters and D.C. minimum wage
- \$1,000 weekly max through 9/20/2021 (after weekly max. will increase w/ CPI)

District of Columbia Universal Paid Leave

Effective 7/1/2020 (cont.)

Mayor to issue implementation guidelines within 180 days of effective date

Eligibility Waiting Period	<ul style="list-style-type: none"> • One week in a 52 workweek period
Duration	<ul style="list-style-type: none"> • Family Leave: up to 6 workweeks in a 52 workweek period • Medical Leave: up to 2 workweeks in a 52 workweek period • Parental Leave: up to 8 workweeks in a 52 workweek period
Job Protection	<ul style="list-style-type: none"> • Yes if ER is covered by DCFMLA (i.e. ER has 20+ EEs)
Employee Notification Requirements	<ul style="list-style-type: none"> • Foreseeable event: 10 days advance notice • Unforeseeable event: as soon as practicable
Employer Notification Requirements	<ul style="list-style-type: none"> • Notice about rights to take Universal Paid Leave must be provided a) upon hire, b) annually thereafter, and c) each time the ER is aware of the need for leave • Workplace posting requirement
Funding/Contribution	<ul style="list-style-type: none"> • Universal Paid Leave Fund will be created by D.C. • ER payroll tax of 0.62% of the wage for each covered EE to be contributed to the Fund

District of Columbia Universal Paid Leave

Effective 7/1/2020 (cont.)

Employer Responsibilities

Implement Payroll Tax

- Prepare payroll to implement new payroll tax
- Payroll tax to start on 7/1/2019

Administration Guidelines

- Await effective date and review subsequent regulations
- Run Universal Paid Leave concurrent with FML
- Review CBAs to determine if PFL requirements are covered
- Review/modify existing company paid leave policies

Paid Family Leave Act

Federal Pending

Family and Medical Insurance Leave Act (S.786, H.R.1439):
 Employees would be eligible for up to 12 weeks (60 days) paid FMLA.

Amounts would be more than 1/18 of wages with a minimum/maximum of \$580/\$4,000 monthly. Paid for by new payroll taxes.



Paid Sick Leave (PSL) Compliance Update

Mandated PSL Landscape

September 2017

Federal 1

West

State PSL 4

City PSL Ordinances 11

Middle

County PSL 1

City PSL Ordinances 3

East

State & County PSL 5

City PSL Ordinances 15



Paid Sick Leave (PSL)

What is new for 2016/2017 YTD

<p>AZ</p>	<ul style="list-style-type: none"> • Effective 7/1/2017 • New state mandated PSL
<p>CA</p>	<ul style="list-style-type: none"> • Effective 7/1/2018 • Amendment to AB1522
<p>WA</p>	<ul style="list-style-type: none"> • Effective 1/1/2018 • New state mandated PSL
<p>MD</p>	<ul style="list-style-type: none"> • Pending: original effective date was 1/1/2018 but bill was vetoed by the governor in May 2017 although it can still be passed in the 2018 legislative session • New state mandated PSL if passed in 2018

Executive Order 13706

- Effective 1/1/2017
- Provides paid sick time for federal contractors and subcontractors



Arizona State PSL

Effective 7/1/2017

Key Provisions

Arizona Proposition 206 – Effective 7/1/2017

Eligibility

- Employers of all sizes
- All employees (except baby-sitters and employees working for a family member)

Benefit Waiting Period

- 90 days for usage (begin to accrue day 1)

Accrual Rate

- 1 hour : 30 hours worked

Frontloading

- Permitted

Maximum Accrual

- Employers < 15 EEs: 24 hours
- Employers > 15 EEs: 40 hours

Medical Certification

- Required only for absences of more than 3 days

Employer Notice Requirements

- Poster
- Individual notice

California – Senate Bill 3 (Amendment to AB 1522)

Effective 1/1/2018

Key Changes to AB1522 for IHSS workers

California Senate Bill 3 – Effective 1/1/2018

Eligibility

- Expands coverage to include providers of in-home supportive services (previously excluded from AB 1522)
-

Maximum Accrual

- For providers of in-home supportive services only:
 - 8 hours or one day in each year of employment, calendar year, or 12-month period starting 7/1/2018
 - 16 hours or 2 days once minimum wage reaches \$13
 - 24 hours or 3 days once minimum wage reaches \$15
-

Washington – State PSL

Effective 1/1/2018

Proposed administration guidelines, including tracking/recordkeeping and retaliation rules are under development

Key Provisions

Washington Initiative 1433 – Effective 1/1/2018

Eligibility

- Employers of all sizes
- Employees covered by the Minimum Wage Act

Benefit Waiting Period

- 90 days for usage (begin to accrue day 1)

Accrual Rate

- 1 hour : 40 hours worked

Frontloading

- Permitted

Maximum Accrual

- No limit (however there is a 40 hour limit on annual carryover)

Medical Certification

- May be required only for absences of more than 3 days

Employer Notice Requirements *Pending Final Guidelines*

- Employers must provide regular notice (at least monthly) of available and used hours to employees
- Must provide employee’s rights notice to existing employees by 3/1/2018 and to new hires on or after 1/1/2018 upon commencing employment; policy should outline notice requirements

Executive Order 13706

Effective 1/1/2017

Executive Order might be repealed by present administration

Key Provisions

Executive Order 13706 – Effective 1/1/2017

Eligibility	<ul style="list-style-type: none"> Federal contractors and subcontractors who work on covered contracts entered on or after 1/1/2017
Accrual Rate	<ul style="list-style-type: none"> 1 hour : 30 hours worked
Frontloading	<ul style="list-style-type: none"> Permitted
Maximum Accrual	<ul style="list-style-type: none"> 56 hours; carryover required even if hours are frontloaded
Medical Certification	<ul style="list-style-type: none"> Required only for absences of more than 3 days
Employer Notice Requirements	<ul style="list-style-type: none"> ER must provide accrued paid sick time balances each pay period or each month (whichever is shorter)

Maryland State PSL

Pending Vote in 2018 Legislative Session

Passed by Maryland House & Senate with enough votes to override the Governor's veto in May 2017

Key Provisions

Maryland – Pending

Eligibility

- Employers >14 EEs: must provide paid sick time
- Employers =<14 EEs: must provide unpaid sick time

Benefit Waiting Period

- 106 days for usage (begin to accrue day 1)

Accrual Rate

- 1 hour : 30 hours worked

Frontloading

- Silent at this time

Maximum Accrual

- 64 hours

Medical Certification

- Silent at this time

Employer Notice Requirements

- Silent at this time

Paid Sick Leave

Other Approved, Pending & Banned Legislation

Other Approved Legislation

- South Carolina – 4/2017: passed legislation preempting city PSLs
- Georgia – 7/2017: employees receiving sick time from their employer will be able to use it for care of a family member
- Los Angeles, CA: updated PSL for small employers and carryover provision
- Others

“Kibosh States”

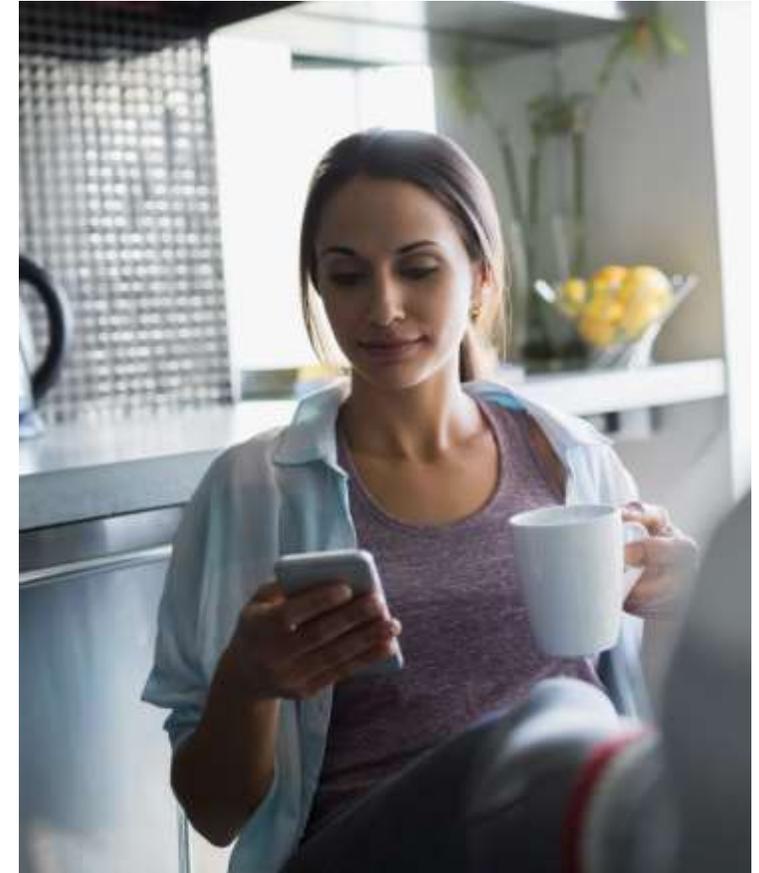
- States that passed ‘preemptive laws’ banning local jurisdictions from enacting paid sick leave laws, informally called Kibosh states:
- AL, FL, GA, IN, KS, LA, MI, MS, MO, NC, OH, OK, OR, SC, TN, WI

Pending Legislation

- Albuquerque, NM (lawsuit filed against proposed paid sick ordinance)
- New Jersey (S779) – campaign
- Maine – house and senate at odds on PSL
- Rhode Island – considering PSL
- Others

Other Paid Sick Leave Bans

- 108 jurisdictions in Cook County, IL have opted out of the county’s paid sick leave requirements
- Nevada’s governor vetoed proposed PSL legislation on June 2017



Q&A

Contact Us for More Information

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Appendix

Mandated PSL Landscape – May 2017

Mandated PSL Landscape

September 2017 – West

State PSL

Arizona – New	7/1/2017
California	7/1/2015
Oregon	1/1/2016
Washington – New	1/1/2018

City PSL Ordinances

Berkeley, CA	10/1/2017
Emeryville, CA	7/2/2015
Los Angeles, CA	7/1/2016
Oakland, CA	3/2/2015
San Diego, CA	7/1/2016
San Francisco, CA	2/5/2007
Santa Monica, CA	1/1/2017
SeaTac, WA	1/1/2014
Seattle, WA	9/1/2012
Spokane, WA	1/1/2017
Tacoma, WA	2/1/2016

Note: dates represent original effective dates for each mandate

Mandated PSL Landscape

September 2017 – Middle

County PSL

Cook County, IL	7/1/2017
-----------------	----------

City PSL Ordinances

Chicago, IL	7/1/2017
Minneapolis, MN	7/1/2017
St. Paul, MN	7/1/2017

Note: dates represent original effective dates for each mandate

Mandated PSL Landscape

September 2017 – East

State & County PSL

Connecticut	7/1/2012
Massachusetts	7/1/2015
Vermont	1/1/2017
Washington D.C.	11/13/2008
Montgomery County, MD	10/1/2016

City PSL Ordinances

Bloomfield, NJ	7/3/2015
East Orange, NJ	1/6/2015
Elizabeth, NJ	3/2/2016
Irvington, NJ	1/28/2015
Jersey City, NJ	1/24/2014
Montclair, NJ	3/4/2015
Morristown, NJ	10/4/2016
New Brunswick, NJ	1/6/2016
Newark, NJ	5/29/2016
Passaic, NJ	7/3/2015
Paterson, NJ	1/7/2015
Plainfield, NJ	7/14/2016
Trenton, NJ	3/4/2015
New York City, NY	6/26/2013
Philadelphia, PA	5/13/2015

Note: dates represent original effective dates for each mandate

CONDUENT



Brain Nelson Ford

4:00-5:00

Session 3 – The Evolution of Financial Wellness: The Real Impact on Total Wellbeing



Title: Financial Well-Being Executive

Company: SunTrust Banks, Inc.

Brian Nelson Ford serves as the Financial Well-Being executive for SunTrust Banks, Inc. SunTrust is a purpose-driven company dedicated to Lighting the Way to Financial Well-Being, and is leading a movement to inspire Americans to gain financial confidence, offering tools and resources through onUp.com. In his role, Mr. Ford is responsible for the design and implementation of internal and external financial well-being programs, including Momentum onUp, a financial fitness program for companies of all sizes.

Prior to joining SunTrust in 2015, Mr. Ford was the founder and CEO of 8 Pillars Financial Education Company – one of the leaders in Workplace Financial Wellness. As a result, he has been widely recognized as one of the foremost experts on the design, implementation and measurement of Workplace Financial Education Programs for employees. He is often featured in national media publications, including: USA Today, CNN, Yahoo Finance, CNBC, and Forbes.

Mr. Ford is an accomplished and well-respected author and speaker. He has authored The 8 Pillars of Financial Greatness, a book focused on helping individuals and families put their financial lives in harmony with their deepest values. He has also authored an award-winning children's book titled Marshmallows and Bikes – Teaching Children (and Adults) Personal Finance. Among the companies that he has delivered keynote addresses to, include: Chevrolet, Overstock.com, Auto Dealers Association Convention, 1800 CONTACTS, Toyota, Bankers Association Convention, Ancestry.com, Holiday Inn, and eBay.

Mr. Ford earned Bachelor's Degrees in Business Management, and Marriage, Family & Human Development from Brigham Young University, as well as a Master's Degree in Personal Finance from the College for Financial Planning.



> Workplace
Financial Wellness



SBEN

SOUTHEAST BENEFITS EDUCATION NETWORK



Brian Nelson Ford
Financial Well-Being Executive



HOW WELL DO YOU UNDERSTAND PERSONAL FINANCE?

In Other Words:

If you were to grade yourself on your knowledge about money - what **GRADE** would that be?





Half of Americans grade themselves “**C**”, “**D**”, or “**F**” on their knowledge of personal finance *

*The 2010 Consumer Financial Literacy Survey Final Report. Harris Interactive



The research shows that, “**fights over money is the #1 cause of divorce.**”

WHY?

8 out of 10 people identify money as a **significant source** of stress in their lives

Regardless of income
half of Americans are living paycheck to paycheck

A close-up, profile view of a man with a beard and mustache, looking towards the left. He is wearing a dark jacket over a light-colored shirt. The background is a blurred cityscape with greenery and buildings. The image is framed by blue geometric shapes in the corners.

FINANCIAL CONFIDENCE



What is
**FINANCIAL
CONFIDENCE?**



Most people talk about
financial success in terms of...

INCOME

“He makes six figures”

STUFF

“She’s a millionaire”

“That family is loaded.”



True **Financial Confidence** is more than outward prosperity and has less to do with dollar signs than it does with how money affects **your life and your relationships.**

- Brian Ford



Let's talk about what you **VALUE**

- **Family**
- **Happiness**
- **Spirituality**
- **Security / Safety**
- **Health**





How do
you achieve
**FINANCIAL
CONFIDENCE?**

What's the **knowledge** and **behaviors** that separate those who reach Financial Confidence from those who do not?

THE CONFIDENCE GAP



**FINANCIAL
MEAGERNESS**

**FINANCIAL
GREATNESS**



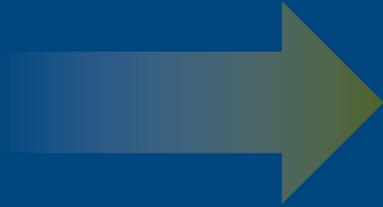
Workplace
FINANCIAL
WELLNESS



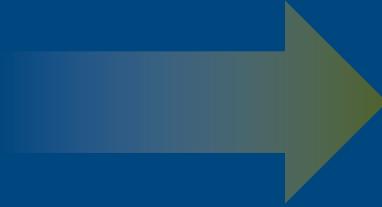
momentum
onUp

The logo features the word "momentum" in a bold, orange, sans-serif font. Below it, the word "onUp" is written in a blue, sans-serif font, with the "o" and "n" on the same baseline as the "m" in "momentum", and the "Up" positioned lower. To the right of the text is a graphic consisting of two overlapping, stylized arrow shapes pointing upwards and to the right. The top arrow is primarily orange with a blue triangular tip, and the bottom arrow is primarily blue with an orange triangular tip.

INSPIRE



EDUCATE



EQUIP



**CHANGE
THE HEART**

**CHANGE
THE MIND**

**CHANGE
BEHAVIOR**

WHAT MAKES Momentum onUp DIFFERENT?

EMPLOYEES

“I know I need this program but...

A financial wellness program sounds boring

I don't want my employer knowing about my personal finances and I don't want other people thinking I have a problem

They'll just try to sell me something

I'm busy and not sure I can commit to a whole program”



We understand Employee Psychology, and how it impacts program success

PROGRAM REASSURANCE

Our program delivers 10x higher employee participation because...

Our experts in employee engagement, adult learning and gamification make personal finance fun and engaging

Our program offers options that help support employee privacy and help to keep employee information secure including the option of doing self-directed training outside a classroom setting.

Our trainers will never sell any products or services to your employees

This program offers multi-channel learning and total flexibility so you grab the content you need and do as much or as little as you have time for

1
ESTABLISH
a Confidence
Account

2
ORGANIZE
& AUTOMATE

3
BREAK
bonds &
barriers

4
PREPARE
for
“What if?”

5
INVEST
for
Happiness

6
HOME
Ownership

7
MAXIMIZE
your money-
making

8
GET
PERSPECTIVE
by giving back



ONLINE
LEARNING



INSTRUCTOR
LED TRAINING



HARD COPY
MATERIALS

8 PILLARS



momentum
onUp

The logo features the word "momentum" in a bold, orange, sans-serif font. Below it, the words "onUp" are written in a blue, sans-serif font, with the "o" and "n" on one line and "Up" on the line below. To the right of the text is a graphic consisting of three overlapping, stylized geometric shapes that resemble upward-pointing chevrons or triangles. The top shape is orange with a blue triangle at its top vertex. The middle shape is blue with an orange triangle at its top vertex. The bottom shape is orange with a blue triangle at its top vertex. The shapes are arranged in a staggered, ascending pattern from left to right.



Your Financial Fitness Profile is a great way to build momentum towards financial confidence.

In less time than it takes to make a cup of coffee, you'll find out where you are at with your finances, where you need to go and how to get there.

GET STARTED NOW!

SKIP AND START
EXPLORING



Something unexpected happens
– your car breaks down or you
drop your cell phone in the
toilet.

***HOW MUCH CASH HAVE
YOU GOT SAVED JUST
FOR EMERGENCIES?***

PICK ONE

None

\$100-\$500 and contributing monthly

More than \$1000 and contributing monthly

3 months or more of living expenses

Other



MY PROFILE

MY EDUCATION

MY TOOLS

MY COUNSELING

LOG OUT



[Home](#) > [My Education](#)



37%

JAKE

GETTING
STARTED

GAINING
CONTROL

BUILDING
CONFIDENCE

PURSUING A LIFE
WELL-SPENT



[BUILD MY
FINANCIAL
PROFILE](#)

MY
VALUES

MY DOG
HEALTH
FAMILY
LEARNING

MY FINANCIAL GOAL: PAY OFF MY STUDENT LOAN IN NEXT 4 YEARS

Save for Confidence

→ Establishing an emergency savings account

Pillar 1
38%



Organize and Automate

→ Putting in place a system for success

Pillar 2
30%



Break Through Financial Barriers

→ Reducing debt and building credit score

Pillar 3
40%



Plan for 'What If?'

→ Being prepared - with insurance and estate planning

Pillar 4
29%



Invest for Happiness

→ Planning for today, tomorrow and retirement

Pillar 5
27%



Make the Most of Homeownership

→ Making the right move for you

Pillar 6
29%



Enhance Your Career

→ Thinking like a business owner

Pillar 7
25%



Give Back

→ Getting perspective by giving back

Pillar 8
40%



Download Center

<p>PDF Download</p> <p>→ Workbook - The 8 Pillars of Financial Greatness</p>	<p>PDF Download</p> <p>→ Book - The 8 Pillars of Financial Greatness</p>	<p>Excel Download</p> <p>→ Financial Quick Look Spreadsheet</p>	<p>Excel Download</p> <p>→ Super Budget Spreadsheet</p>
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MY FINANCIAL GOAL: PAY OFF MY STUDENT LOAN IN NEXT 4 YEARS



Pillar 2: 30 % COMPLETE

Organize and Systematize for Success

If you regularly find yourself wondering "Where did all my money go?" then Pillar 2 is for you. Using a monthly budget can be tough, but well worth the effort to help you simplify, organize and automate your financial life.

Intro Video

LEARN & UNDERSTAND



0/5 Complete



FINANCIAL CONFIDENCE ACCOUNT





Intro Video

Organize and automate

Introducing Pillar 2 - find out how you really use your money, how to get it organized and how to put it on autopilot.

Get Started



Module

Putting in place a system for success

Keeping track of what you earn - and how you spend it - can help you create a system for success and stay in control of your money.

Get Started



Activity

Calculate your net worth

Find out how your assets match up to your liabilities with this net worth calculator.

Get Started





CALCULATE YOUR NET WORTH

Appearances can be deceiving. Did you know that some of the wealthiest looking people sometimes have a negative net worth? Find out how your assets match up to your liabilities with this net worth calculator.

ASSETS	LIABILITIES	YOUR NET WORTH (estimated) \$0000
<p>Cash & Cash Equivalents ⓘ</p> <input type="text"/>	<p>Mortgages</p> <input type="text"/>	
<p>Securities, Insurance, and CDs ⓘ</p> <input type="text"/>	<p>Car Loans</p> <input type="text"/>	
<p>Retirement Accounts ⓘ</p> <input type="text"/>	<p>Student Loans</p> <input type="text"/>	
<p>Real Estate ⓘ</p> <input type="text"/>	<p>Credit Card Balances</p> <input type="text"/>	
<p>Use Assets ⓘ</p> <input type="text"/>	<p>Credit Line Balances</p> <input type="text"/>	
	<p>Other ⓘ</p> <input type="text"/>	

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REVIEW AND
TAKE ACTION

I have calculated my net worth and I'm working to increase it

I have a current budget that is aligned with my values

I'm tracking my spending and living within my means

I've organized my finances to make them as simple and as automated as possible

I have set a specific financial goal



[MY PROFILE](#)

[MY EDUCATION](#)

MY TOOLS

[MY COUNSELING](#)

[LOG OUT](#)



[Home](#) > [My Tools](#)



37%

JAKE

GETTING
STARTED

GAINING
CONTROL

BUILDING
CONFIDENCE

PURSUING A LIFE
WELL-SPENT



[BUILD MY
FINANCIAL
PROFILE](#)

MY
VALUES

MY DOG
HEALTH
FAMILY
LEARNING

MANAGE INSTITUTIONS



ACCOUNTS



Bank of America
1 account connected



Bank of the West
1 account connected



Capital One - Credit Cards
1 account connected



Chase Bank
1 account connected



Epic Bank
3 accounts connected



Manual Accounts
3 accounts connected



PayPal
1 account connected

ADD AN ACCOUNT



Most Popular



Bank of America
www.bankofamerica.com



American Express Credit Card
www.americanexpress.com



Citibank Credit Cards
www.citi.com



Wells Fargo Bank Online
www.wellsfargo.com



Fidelity 401k
nb.fidelity.com



Navient - Loans
www.navient.com



US Bank
www.usbank.com



Chase Bank
www.chase.com



Chase Credit Cards
chaseonline.chase.com



Wells Fargo
www.wellsfargo.com

+ Add a Manual Account

Need Help?

+ Add An Account

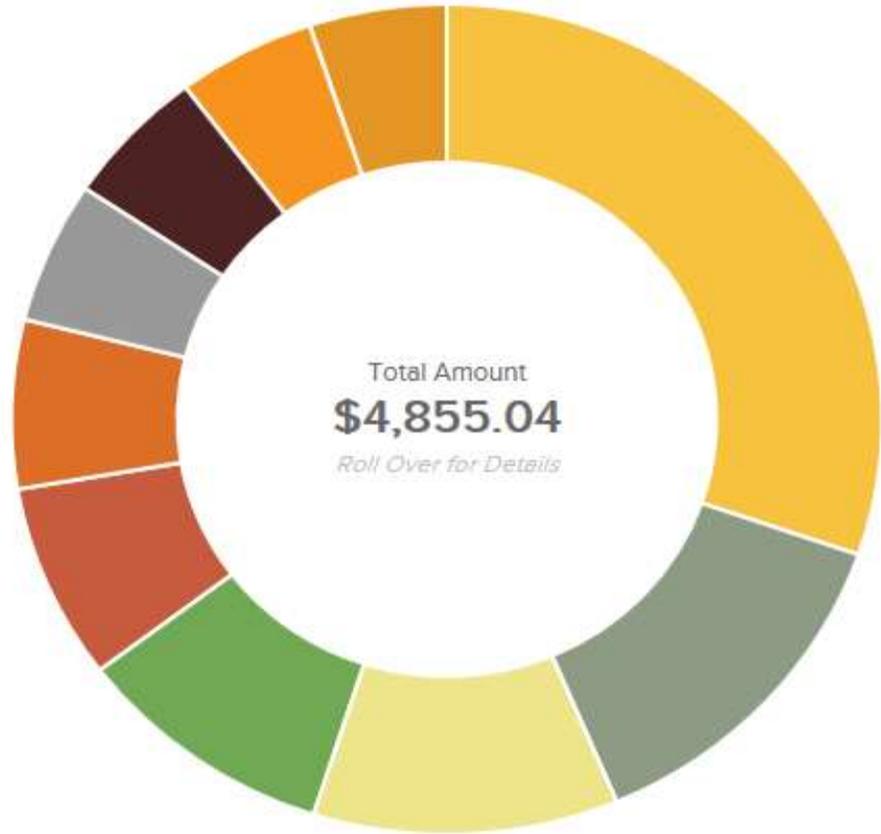
ALL ACCOUNTS	
	Checking 3,376.35
	Savings 24,588.96
	ADD A CASH ACCOUNT
	Investment 106,551.08
	Property 267,100.00
	Credit Card 7,034.24
	Mortgage 162,477.84
	Loan 51,667.51
	ADD A LINE OF CREDIT

	401K 103,578.00		APPLE LAPTOP 1,100.00		BANK OF AMERI... 2,973.08
	CAPITAL ONE 2,817.22		CHASE SAVINGS 2,714.26		EPIC BANK CHE... 2,187.24
	EPIC BANK CRE... 1,798.65		EPIC BANK SAVI... 21,874.70		HOME 230,000.00
	HONDA PILOT 16,482.97		LEXUS RX 350 36,000.00		MORTGAGE 162,477.84
	PAYPAL 187.34		SIMPLE 104.33		STUDENT LOAN 35,184.54
	VISA PLATINUM 2,418.37		WELLS FARGO... 897.44		Add An Account

	Date	Payee	Category	Account	Amount (\$)
NEW	9.20.2016	Payroll	Paycheck	Epic Bank Checking	\$2,926.54
NEW	9.20.2016	Payment	Credit Card Payment	Visa Platinum	\$87.00
NEW	9.20.2016	Old Navy	Clothing	Epic Bank Credit Card	\$27.44
NEW	9.20.2016	Visa Platinum Payment	Credit Card Payment	Epic Bank Checking	\$87.00
NEW	9.19.2016	Wal-Mart	Kids	Wells Fargo Checking	\$18.97
NEW	9.19.2016	Best Buy	Electronics & Softw...	Visa Platinum	\$23.34
NEW	9.18.2016	Verizon Wireless	Mobile Phone	Epic Bank Checking	\$115.35
NEW	9.17.2016	Cafe Rio	Fast Food	Capital One	\$8.35
NEW	9.16.2016	Student Payment	Transfer	Student Loan	\$250.00
NEW	9.16.2016	Lowe's	Home Improvement	Visa Platinum	\$19.98
NEW	9.15.2016	Cafe Rio	Restaurants	Capital One	\$6.96
	9.15.2016	Walgreens	Pharmacy	Wells Fargo Checking	\$15.49
NEW	9.15.2016	Transfer to Savings	Financial	Epic Bank Checking	\$550.00
NEW	9.15.2016	Savings Transfer from Checking	Transfer	Epic Bank Savings	\$550.00
NEW	9.15.2016	United Healthcare	Health Insurance	Epic Bank Checking	\$201.54

< August 22 – September 20 >

Spending Income



Category	Amount (\$)
Auto & Transport	\$647.40
Bills & Utilities	\$370.46
Education	\$250.00
Financial	\$550.00
Food & Dining	\$471.97
Health & Fitness	\$260.42
Home	\$1,470.54
Other	\$267.36
Shopping	\$247.87
Travel	\$319.02
Total Amount	\$4,855.04

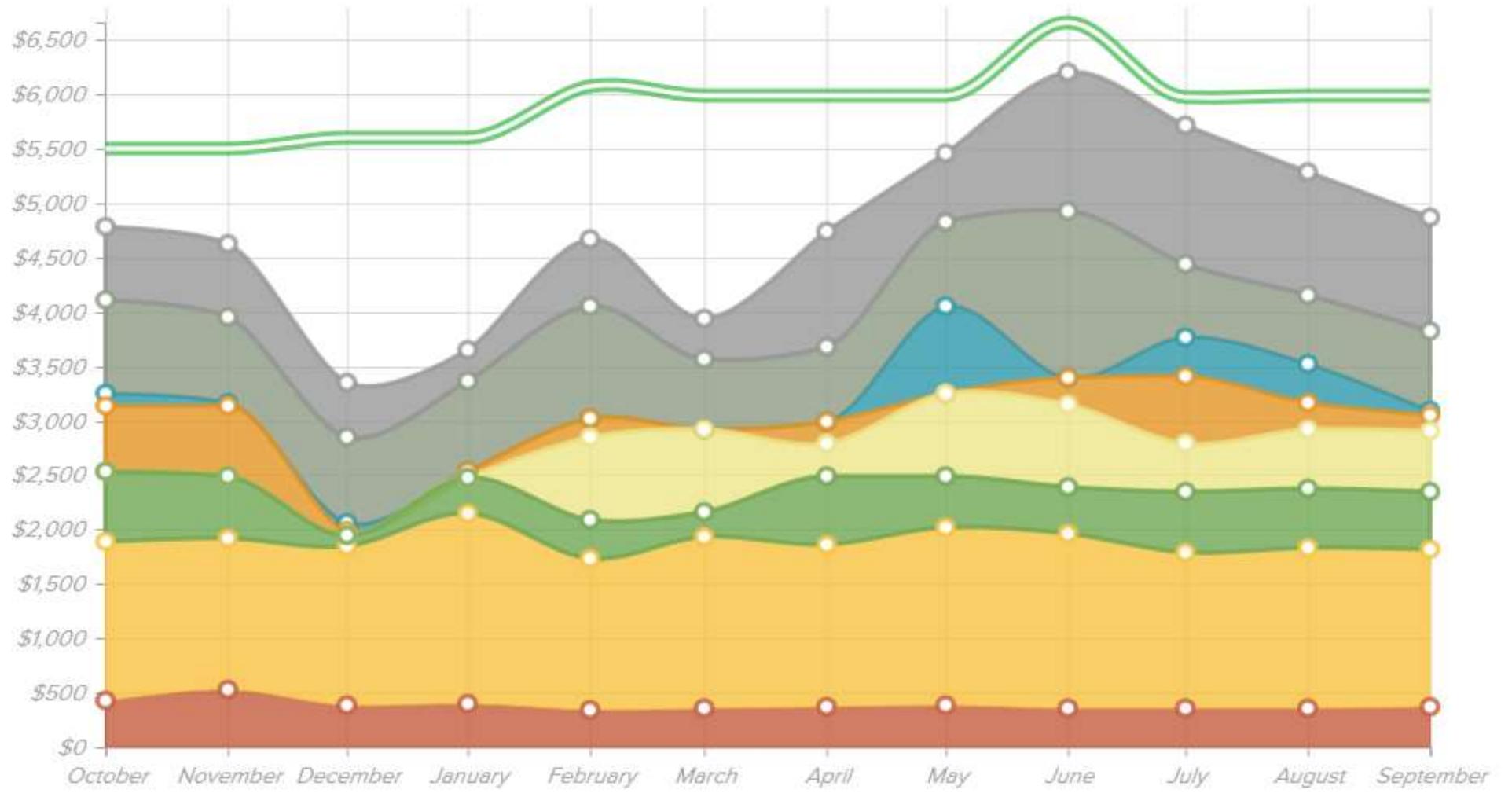
< September 2016 >



\$4,858 Used | **\$5,671** Total Budgeted

\$5,986 Earned | **\$6,200** Projected Income
\$529 unbudgeted available for goals

Previous 12 Months ▾

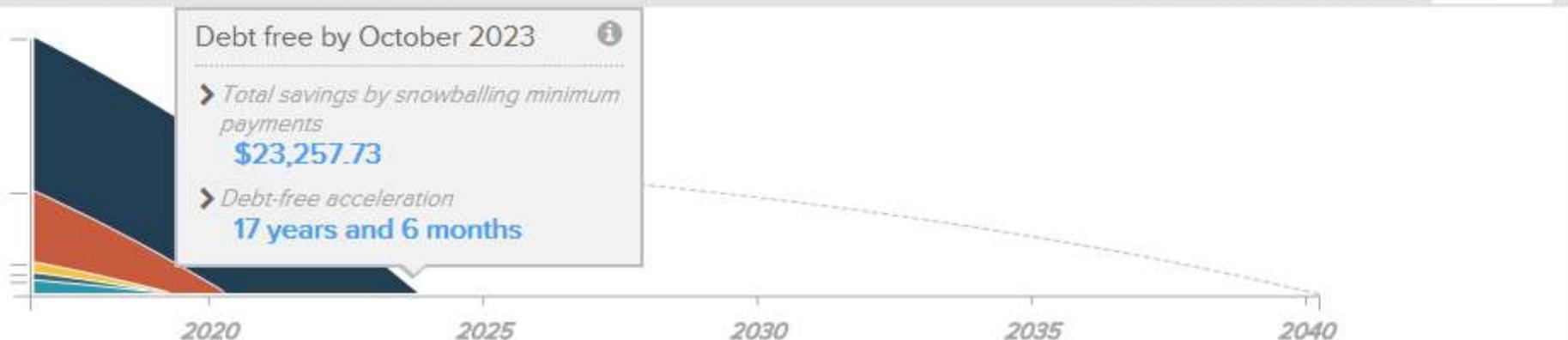


Debts: *Fastest Payoff First* ▾

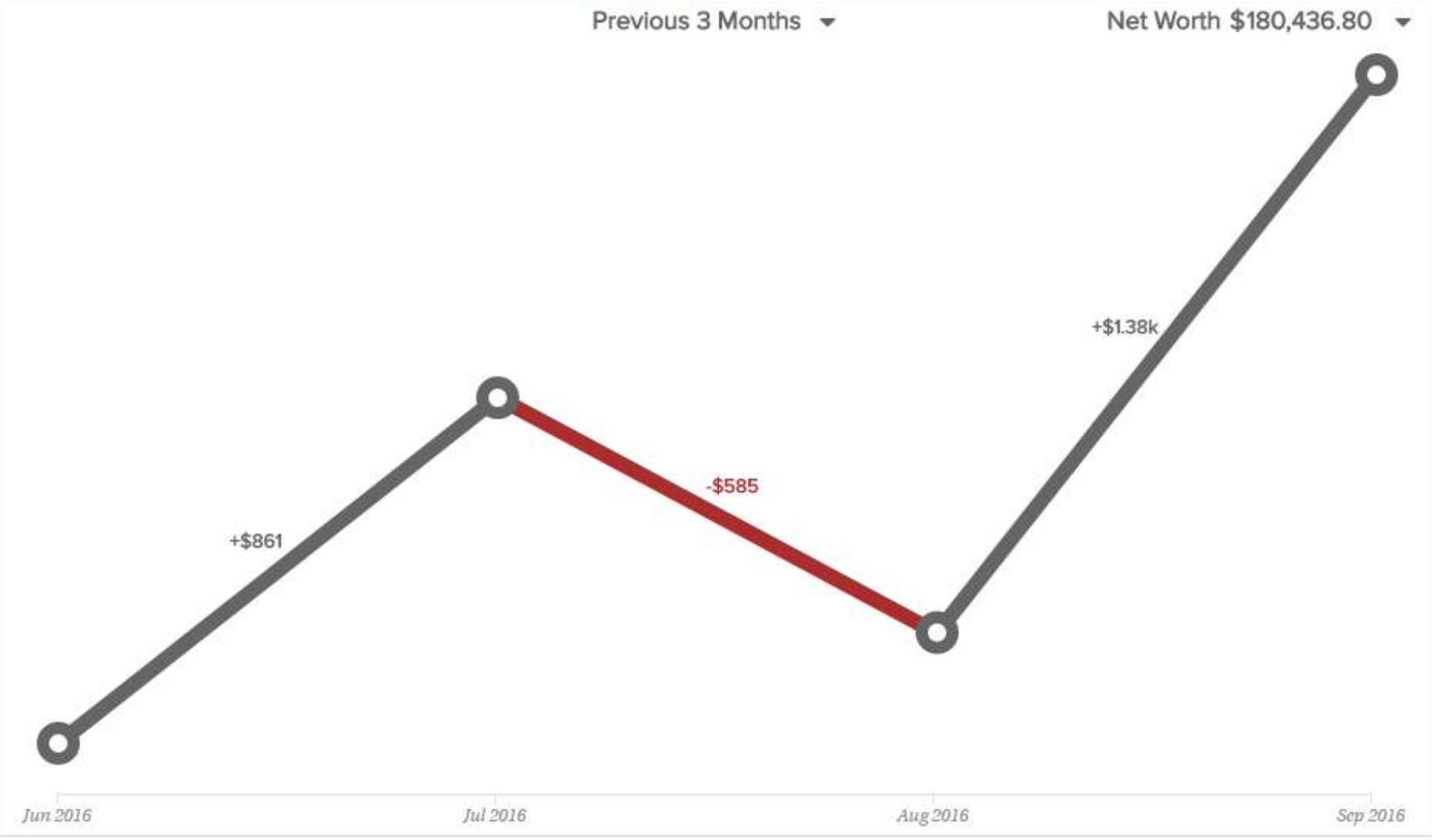
Total Monthly Paydown **\$875.00** ▾

Total Minimum Monthly Payments: **\$875.00**

Extra Payment Toward Debt: \$ 0.00



Priority	Account	Balance	APR	Last Payment	Amount Due
1	Capital One	\$2,817.22	14.99%	1.1.2019	\$120.00
2	Epic Bank Credit Card	\$1,798.65	7.99%	2.1.2019	\$65.00
3	Visa Platinum	\$2,418.37	14.99%	4.1.2019	\$90.00
4	Honda Pilot	\$16,482.97	5.5%	4.1.2020	\$350.00
5	Student Loan	\$35,184.54	6.8%	10.1.2023	\$250.00
	Mortgage	\$162,477.84	3.8%	N/A	\$1,388.00





Accounts - Online Services - New Account - Loans - Bill Pay - Help - Secure Logout

Accounts Transactions Spending Budgets Bills Net Worth

March 2013 View Balance Add a Budget



Welcome to Online Banking

Member # 020472422
Member ID jkrsam01
Address 122 Ryder Lane, Provo, UT 84604
Email jkrsam01@provovalley.com
Phone 801-302-1234
Member Since March 1, 2009

LENDING

- Auto Loans
- Auto Equity
- Mortgage
- Refinance
- Student Loans

OTHER NEWS & ANNOUNCEMENTS

- Meeting Checking Safe
- Alerts! Students
- Sign Up for Homeowners
- Military Benefits

DASHBOARD

A smartphone screen displaying a list of transactions. The list includes items like 'Party Cash', 'Auto Savings', 'Auto Checking', 'Auto Savings', 'Auto Checking', 'Auto Savings', and 'Auto Checking', each with a corresponding amount and date.

Accounts - Online Services - New Account - Loans - Bill Pay - Help - Secure Logout

Accounts Transactions Spending Budgets Bills Net Worth



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[MY PROFILE](#)

[MY EDUCATION](#)

[MY TOOLS](#)

[MY COUNSELING](#)

LOG OUT



[Home](#) > [My Tools](#)



37%

JAKE

GETTING
STARTED

GAINING
CONTROL

BUILDING
CONFIDENCE

PURSUING A LIFE
WELL-SPENT



[BUILD MY
FINANCIAL
PROFILE](#)

MY
VALUES

MY DOG
HEALTH
FAMILY
LEARNING



BECAUSE OF THE SUNTRUST FINANCIAL WELLENSS PROGRAM...

Teammates are Benefitting...



85%

Have engaged family in a conversation or activity related to FWB



73%

Are better prepared to handle a \$2k unexpected expense



86%

Are making progress toward their financial goals



62%

Feel less financial stress

SunTrust is Benefitting....



76%

Are more likely to refer others to work for SunTrust



69%

Feel more confident building a longer career at SunTrust



32%

difference in the rate of turnover between program participants and non-participants.



82%

Believe SunTrust cares about them and their FWB

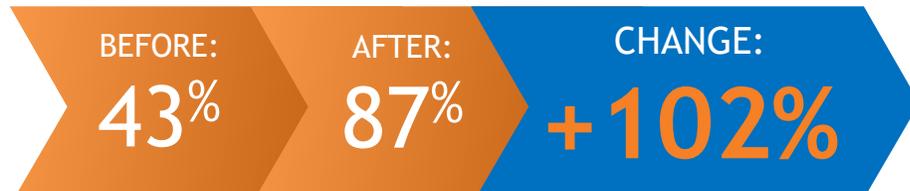
A FEW OF OUR Momentum onUp CLIENTS



LEADING EMPLOYEES TO FINANCIAL CONFIDENCE

99.5% ...of participants would recommend Momentum onUp to others

1. Participants Who Live by a Budget:



2. Participants With an Emergency Savings Account:



3. The number of participants who knew their net worth increased by:



4. Participants increased their Investment contributions by an average of:



LEADING EMPLOYEES TO FINANCIAL CONFIDENCE

“I am personally grateful for the investment in our future.”

-HAVERTYS EMPLOYEE



“I laughed, I cried, I learned, all not the norm with financial conversations - Thank you!”

-22SQUARED EMPLOYEE



“I feel SO empowered to take control of not only my finances but my life!”

-DELTA EMPLOYEE



“Thanks Home Depot. This is something I can pass along to my children.”

-THE HOME DEPOT EMPLOYEE



HAVERTYS

DELTA



WAFFLE HOUSE



ACI ATLANTIC CONSTRUCTORS

TrueHomes



IBP

hodges mace



United Rentals

GAS SOUTH



GEORGIA POWER A SOUTHERN COMPANY



1800 CONTACTS

WOODWARD ACADEMY ESTABLISHED 1976

The Journal of Employee Assistance

“Employers who respond to their employees’ financial needs **will be rewarded with loyalty, gratitude, and improved productivity** that will pay dividends for years to come.”

Q and A



**As a country, we are going in
the wrong direction when it
comes to managing our money**



**If we would like the world to
change in some way, we must
first expect that change from
ourselves**

THANK YOU

Save the Date



SBEN Annual Educational Conference - April 18-20, 2018

Evergreen Marriot Conference Resort - Stone Mountain, GA