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Employee Benefit
Research Institute

Employee Benefits: Today (2013), Tomorrow (+35), and Yesterday (-35)

EBRI-ERF Policy Forum #73
The Shriners' Building
1315 K Street, NW Washington DC 20005

Thursday, December 12, 2013
8:30 a.m. – 12:30 p.m.

Speakers & Discussants

Nevin E. Adams

Nevin E. Adams is director of Education and External Relations at the nonpartisan Employee Benefit Research Institute, and co-director of EBRI's Center for Research on Retirement Income, as well as Director, American Savings Education Council.

Prior to that he spent a dozen years as Global Editor-in-Chief of ***PLANSPONSOR*** magazine, its Web counterpart, ***PLANSPONSOR.com***, as well as PLANADVISER and PLANSPONSOR Europe magazines, the latter launched in 2009. He was also the creator of PLANSPONSOR.com's ***NewsDash***.

He began working with retirement plans as a college intern at Northern Trust Bank in Chicago, going on to spend the next nine years there in a variety of management roles, working with both defined benefit and defined contribution programs. In 1986 he joined Wachovia Bank to lead their defined contribution/recordkeeping businesses. During his tenure there, he was responsible for implementing the firm's first voice response system and daily valuation capabilities, as well as their participant education curriculum. He also led key initiatives in product development, trust accounting, and recordkeeping and trust system conversions.

He graduated summa cum laude with a BS in Finance from DePaul University in Chicago, Illinois, and in 1988 he received his JD, also from DePaul University. He is a three-time recipient of NAGDCA's (National Association of Government Defined Contribution Administrators) Media Recognition Award for outstanding coverage of pension and retirement issues, and was been named one of the 401(k) Industry's 100 Most Influential by readers of the 401(k) Wire for five years in a row.

Sandra Block

Sandra Block, senior associate editor for Kiplinger's Personal Finance magazine, has covered personal finance for more than 20 years. Before joining Kiplinger's, she was a personal finance reporter and columnist for USA TODAY. She has also worked for the Akron-Beacon Journal and Dow Jones Newswires. In 1993-94, she was a Knight Bagehot fellow in economics and business journalism at the Columbia University Graduate School of Journalism. She is co-author of the "Busy Family's Guide to Money" and "Easy Ways to

Lower Your Taxes: Simple Strategies Every Taxpayer Should Know.” Block holds a B.A. in communications from Bethany College in Bethany, W.Va.

Arnold Brown

Arnold Brown is a co-founder and principal of Weiner, Edrich, Brown, Inc., one of the world’s premier trend-tracking firms. Their clients have included most of the Fortune 100, top global trade and professional organizations and government agencies in the U.S. and elsewhere. He and his partner Edie Weiner have written four best-selling books. The most recent, “FutureThink”,has been translated into eight languages and is used as a text in business schools. Arnold is a member of the Global Advisory Council, and a former Board Chairman, of the World Future Society. Prior to starting his firm, he was a vice president of the Institute of Life Insurance (now the American Council of Life Insurers), where he originated the first systematic trend-tracking program in American business.

Michael L. Davis

Mr. Davis is Executive Vice President, Human Resources with responsibility for all human resource functions at General Mills. Previously, he was the HR leader for the company’s US businesses, and prior to that he had HR oversight for the company’s corporate departments. Prior to these roles, Mr. Davis was the the company’s vice president for compensation & benefits for nearly ten years.

Before joining General Mills, Mr. Davis worked for fifteen years as an executive compensation consultant with Towers Perrin. When Mr. Davis left Towers Perrin in 1996, he was the firm’s worldwide practice leader for executive compensation.

Mr. Davis is a frequent speaker and author on executive and director compensation and health care issues. He has been interviewed or quoted in Fortune, Business Week, Newsweek, Time, The Wall Street Journal and The New York Times on various human resources matters.

Mr. Davis is also an adjunct professor in the graduate human resources program at the University of Minnesota’s Carlson School of Management.

Mr. Davis is on the Board and is the Board Chairman of the Employee Benefits Research Institute. He also serves on the Boards of the Human Resource Policy Association, National Committee for Quality Assurance (in health care), and WorldatWork. He was previously the Board Chair and a Board member of the National Business Group on Health.

Mr. Davis is a Fellow in the National Academy of Human Resources, and was recently named the 2013 Distinguished Human Resources Executive by the Academy of Management.

Mr. Davis has two undergraduate degrees from Purdue University in Industrial Management and Computer Science, and an MBA from the University of Chicago. Mr. Davis is also a Certified Public Accountant.

Don Ezra

Don Ezra is a widely published author. In addition to numerous articles and papers, his books include Pension Fund Excellence and The Retirement Plan Solution: the Reinvention of Defined Contribution. Among many awards, he received EBRI's Lillywhite Award in 2004.

He "graduated" from full-time work two years ago. In his post-graduate career, Don is now a member of the investment committee of two American charitable foundations, and continues to act as global director emeritus, investment strategy, for Russell Investments.

Howard Fluhr

Mr. Fluhr has been Chairman of The Segal Group since 2006, after serving 12 years as President and CEO, and has been a member of the company's board since 1987.

Mr. Fluhr consults to both public and privately held organizations on topics ranging from total compensation and human resource strategies to retirement and health benefits to board governance issues. His current and past roles include:

- Trustee of the Committee for Economic Development (CED)
- Member and Chairman of the Board of Trustees of the Employee Benefit Research Institute (EBRI)
- Member of the Board of Directors and vice president of the Conference of Consulting Actuaries
- Board member of the American Academy of Actuaries and vice president of its pension council

A *cum laude* graduate of New York University, Mr. Fluhr earned a bachelor's degree in Mathematics and Philosophy. He is a Fellow of the Society of Actuaries, a Fellow of the Conference of Consulting Actuaries, a Fellow of the Canadian Institute of Actuaries, a Member of the American Academy of Actuaries and the International Actuarial Association, as well as an Enrolled Actuary.

Mr. Fluhr has spoken before many professional and industry groups and has testified before a Presidential Commission on public policy issues related to retirement. Mr. Fluhr has been a guest instructor for graduate courses at Columbia Business School and Harvard School of Business and is the author of articles on human resource and employee benefits issues.

Pam French

Pamela French is Director, Benefits, M&A and International Rewards at The Boeing Company. Pam is responsible for company-wide employee benefit strategies, Well Being programs, international compensation and management of HR issues in mergers, acquisitions and divestitures. Prior to joining Boeing, Pam was a consultant with Mercer Human Resources Consulting and held corporate compensation and benefits positions with Arthur Andersen and Bank of America.

Pam holds a bachelor's degree in business administration from the University of Illinois and an M.B.A. from DePaul University. Pam serves on the Employee Benefit Research Institute (EBRI) Executive Committee, the National Quality Alliance Steering Committee and is a faculty member for World at Work. She is a member of the Board of Directors of the National Business Group on Health and American Benefits Council.

Paul Fronstin

Paul Fronstin is a senior research associate with the Employee Benefit Research Institute, a private, nonprofit, nonpartisan organization committed to original public policy research and education on economic security and employee benefits. He is also Director of the Institute's Health Research and Education Program, and oversees the Center for Research on Health Benefits Innovation. He has been with EBRI since 1993.

Dr. Fronstin's research interests include trends in employment-based health benefits, consumer-driven health benefits, the uninsured, retiree health benefits, employee benefits and taxation, and public opinion about health benefits and health care. In 2012, Dr. Fronstin was appointed to the Maryland Health Care Commission. He currently serves on the steering committee for the Emeriti Retirement Health Program. He is also the associate editor of Benefits Quarterly. In 2010, he served on the Institute of Medicine (IOM) Committee on Determination of Essential Health Benefits. In 2002, he served on the Maryland State Planning Grant Health Care Coverage Workgroup. In 2001, Dr. Fronstin served on the Institute of Medicine Subcommittee on the Status of the Uninsured.

Dr. Fronstin earned his Bachelor of Science degree from SUNY Binghamton and his Ph.D. in economics from the University of Miami. Dr. Fronstin can be reached at fronstin@ebri.org.

Ellen Galinsky

Ellen Galinsky, President and Co-Founder of Families and Work Institute (FWI) helped establish the field of work and family life during the time she was at Bank Street College of Education. Her more than forty-five books and reports include the best selling *Mind in the Making: The Seven Essential Life Skills Every Child Needs*, and the highly acclaimed *Workflex: The Essential Guide to Effective and Flexible Workplaces*. She has published over 125 articles in academic journals, books and magazines. At the Institute, Ms. Galinsky co-directs the *National Study of the Changing Workforce*, the most comprehensive nationally representative study of the U.S. workforce. She also co-directs When Work Works, a project on workplace flexibility and effectiveness first funded by the Alfred P. Sloan Foundation that has produced a series of research papers, and has launched the Sloan Awards as well as conducted the *National Study of Employers*, a nationally representative study that has tracked trends in employment benefits, policies and practices since 1998. In 2011, the Society for Human Resource Management and the Families and Work Institute formed a ground-breaking, multi-year partnership that takes When Work Works out to businesses around the country.

A leading authority on work family issues, Ms. Galinsky was a presenter at the 2000 White House Conference on Teenagers and the 1997 White House Conference on Child Care. She was a planner and participant at the March 2010 White House Forum on Workplace Flexibility and worked with the Women's Bureau of the Department of Labor on the Regional Forums on flexibility that continued the work of the White House Forum. Ellen Galinsky is the recipient of numerous awards, including the 2004 Distinguished Achievement Award from Vassar College and the Seven Wonders of the Work Life World from Working Mother Magazine. She was elected a Fellow of the National Academy of Human Resources in 2005.

A popular keynote speaker, she appears regularly at national conferences, on television and in the media, including the *CBS Evening News with Katie Couric, World News Tonight* and *Oprah*.

Jerry Geisel

Jerry Geisel is Editor-at-Large in Washington for Business Insurance Magazine. Business Insurance, published by Crain Communications, covers a wide range of employee benefit, risk management and insurance issues for its primary audience—corporate employee benefit and risk management executives.

Jerry joined Business Insurance in 1977. In his role as Editor-at-Large, he helps to direct the publication's employee benefits coverage, especially of health care reform and pension issues, and writes many of the publication's editorials.

As an undergraduate, Jerry attended the University of Wisconsin in Madison where he majored in history and graduated with distinction in 1973. He later attended the University of Missouri School of Journalism where he graduated with a master of science degree in journalism in 1976.

Mathew Greenwald

Mathew Greenwald is the President of Mathew Greenwald & Associates, Inc., a market research firm, founded in 1985, that specializes in retirement and financial services issues. He has a Ph.D. in sociology from Rutgers University. Dr. Greenwald was a Congress-appointed delegate to the 1998 and 2002 National Summits on Retirement Savings. He is an elected member of the Market Research Council, a group of the country's leading market researchers. He is the only market researcher in the Insured Retirement Institute's Hall of Fame.

His firm has worked with the Employee Benefit Research Institute to conduct the Retirement Confidence Survey, which has annually monitored American's attitudes toward retirement since 1991.

Prior to founding Greenwald & Associates, Matt spent 12 years at the American Council of Life Insurers. From 1977 to 1985, he was ACLI's Director of Social Research.

Neil Howe

Neil Howe is a renowned authority on generations and social change in America. An acclaimed author and speaker, he is the nation's leading thinker on today's generations—who they are, what motivates them, and how they will shape America's future.

Howe is founder and president of the consulting firm LifeCourse Associates, where he develops and implements cutting-edge research, analysis, and consulting services to help clients understand how generations impact marketing, workforce issues, and strategic planning. LifeCourse has served hundreds of corporate, nonprofit, and government clients.

A historian, economist, and demographer, Howe is also a recognized authority on global aging, long-term fiscal policy, and migration. He is a senior associate to the Center for Strategic and International Studies (CSIS) in Washington, D.C., where he helps direct the CSIS Global Aging Initiative.

Howe is a bestselling author who has written over a dozen books on generations, demographic change, and fiscal policy, many of them with William Strauss. Howe and Strauss' first book, Generations (1991) is a history of America told as a sequence of generational biographies. Generations, said Newsweek, is "a provocative, erudite, and engaging analysis of the rhythms of American life." Vice President Al Gore called it "the most stimulating book on American history that I have ever read" and sent a copy to every member of Congress. Newt Gingrich called it "an intellectual tour de force." Of their book, The Fourth Turning (1997), Dan Yankelovich said, "Immensely stimulating…We will never be able to think about history in the same way." The Boston Globe wrote, "If Howe and Strauss are right, they will take their place among the great American prophets."

Howe and Strauss originally coined the term "Millennial Generation" in 1991, and wrote the pioneering book on this generation, Millennials Rising, in 2000. Neil has since released several application books on Millennials—including a Recruiting Millennials Handbook for the United States Army (2001), Millennials Go To College (2003, 2007), Millennials and the Pop Culture (2005), Millennials and K-12 Schools (2008), and Millennials in the Workplace (2010). Howe's work on the Millennial Generation has been featured frequently in the media, including USA Today, CNN, the New York Times, and CBS' 60 Minutes.

Previously, with Peter G. Peterson, Howe coauthored On Borrowed Time (1989; reissued 2004), a pioneering call for budgetary reform. He coauthors numerous studies for CSIS (including the Global Aging Initiative's Aging Vulnerability Index and The Graying of the Middle Kingdom: The Economics and Demographics of Retirement Policy in China). In 2008, he co-authored The Graying of the Great Powers with Richard Jackson.

Howe grew up in California and currently resides in Great Falls, Virginia, close to Washington, DC. He received his B.A. at U.C. Berkeley, studied abroad in France and Germany, and later earned graduate degrees in economics (M.A., 1978) and history (M.Phil., 1979) from Yale University.

Dallas Salisbury

Dallas Salisbury, president and CEO of the Employee Benefit Research Institute (EBRI), joined EBRI as the chief staff executive at its founding in 1978. EBRI is a nonprofit, nonpartisan research organization that does not lobby and does not advocate or oppose any policy position. EBRI's mission is to provide objective information regarding the employee benefit system based on verifiable facts.

Salisbury serves on numerous advisory groups and boards, has written and lectured extensively on economic security issues, and is interviewed regularly by the news media. Prior to joining EBRI, Salisbury held full-time positions with the Washington State Legislature, the U.S. Department of Justice, the Employee Benefits Security Administration of the U.S. Department of Labor, and the Pension Benefit Guaranty Corporation (PBGC). He holds a B.A. degree in finance from the University of Washington and an M.P.A. from the Maxwell School of Citizenship and Public Affairs at Syracuse University. Dallas grew up in Everett, WA, and now resides in Washington, D.C.

More detail is available at EBRI's Web site at www.ebri.org

Jack VanDerhei

Jack VanDerhei is the research director of the Employee Benefit Research Institute (EBRI), a private, nonprofit, nonpartisan organization committed to original public policy research and education on economic security and employee benefits. He is also the director of both the EBRI Defined Contribution and Participant Behavior Research Program and the EBRI Retirement Security Research Program and the co-director of the EBRI Center for Research on Retirement Income. He has been with EBRI since 1988.

Dr. VanDerhei has more than 200 publications devoted to employee benefits and insurance, but his major areas of research focus on the financial aspects of private defined benefit and defined contribution retirement plans. In 2008 he was named by *Treasury & Risk* as one of the 100 Most Influential People in Finance.

He is the editor of Benefits Quarterly and "Search for a National Retirement Income Policy" (University of Pennsylvania Press), a member of the National Academy of Social Insurance, a member of the Board of Outside Scholars for the University of Michigan Retirement Research Center, and on the Advisory Board of the Pension Research Council at the Wharton School. He was a co-author of the sixth, seventh and eighth editions of "Pension Planning: Pension, Profit-Sharing, and Other Deferred Compensation Plans" (Irwin/McGraw-Hill).

Dr. VanDerhei was featured on the PBS Frontline special: Can You Afford to Retire? He has appeared on *NBC Nightly News*, *WealthTrack*, *CNN*, *CNBC*, *MSNBC* and NPR's *All Things Considered* and has been quoted extensively in major news publications.

He received his BBA and MBA from the University of Wisconsin-Madison and his M.A. and Ph.D. from the Wharton School of the University of Pennsylvania.

Larry Zimpleman

Larry D. Zimpleman is chairman, president and chief executive officer of the Principal Financial Group®. Zimpleman joined the company in 1971 as an actuarial intern and served in various management and leadership positions until being named to his current position in 2009.

Zimpleman serves on the board of the American Council of Life Insurers (ACLI), vice chair of the Executive Committee and board member of the Financial Services Roundtable and is a member of the Business Roundtable. Zimpleman is a member of the Iowa Partnership for Economic Progress (IPEP) board, chair of the Board of Trustees for Drake University, vice chair of the Iowa Business Council and is a member of the Business-Higher Education Forum.

Zimpleman earned his bachelor's degree and his master's degree in business administration from Drake University in Des Moines, Iowa.