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**ASHEVILLE HERE WE COME!**  
The AEC is just a couple weeks away -  
May 13-15 is the date!

**Special Note from David Lyons, President, SEBC**

As you may surmise.... We are facing a very challenging environment for our Annual Education Conference. Not surprising, this economy has had a significant impact on travel and conference budgets. While this will be a somewhat smaller conference, we are very much looking forward to an excellent program, and a great gathering of friends, old and new. For those of you who are making the time to join us, we are very grateful. For those who may consider attending, we would truly love to have you be a part of this special event,

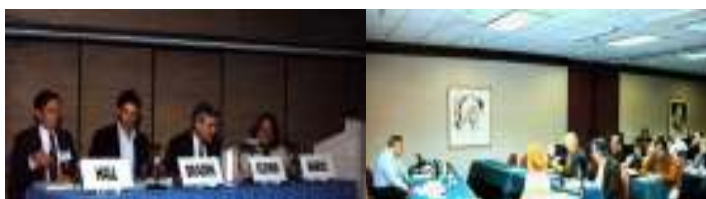
We are thrilled by the response from some of our past presidents. And for those of you who may have been with the Conference for a while, you will be pleased to know that Nancy Connell has made plans to join us next month.

We know you will enjoy this beautiful resort, the timely and relevant program and the wonderful events planned to celebrate the rich history of our Conference. From the formative years of the Southern Pension Conference through the current SEBC, our Conference has experienced so much over the past 40 years. It has been great fun to look through the volumes of documents, correspondence, programs and pictures chronicling this special organization. We look forward to treating our AEC attendees to this wonderful nostalgia.

We hope you will seriously consider our appeal and invitation to join us as we celebrate our 40<sup>th</sup> Anniversary.

Not only is the Grove Park Inn and Resort a fantastic place to visit and the 40<sup>th</sup> Anniversary Celebration not be missed, the program is outstanding.

Wednesday morning begins with golf at 8:00 – so all golfers take notice! Then at 9:30 croquet begins so there is something for everyone.




Kathy Solley  
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Registration begins at 3:00pm with the first sessions at 5:30p.m. – Yes at 5:30pm so there is no reason to not be there for the highly popular legislative update session with SEBC members John Lowell, Fritz Richter and Martin Sheffield – always one of the best sessions.

And for those more on the investment side “Tactical Asset Allocation” led by SEBC member Tim McCabe.

Then we have the Welcome Reception and Dinner at 6:30. Memorabilia and pictures will be on display - And then to cap off the evening a trivia contest on the history of the SEBC (don't worry many of the answers will be in the memorabilia on display).

Opening our conference Thursday morning will be Dr. Rajeev Dhawan, an economic forecaster who just in the month of April 2009 was quoted in Time magazine (April 18), interviewed on CNN (April 14) and was quoted in the Christian Science Monitor and in the Atlanta Journal Constitution (both April 10). This is a sought after speaker who will entertain and enlighten you.

The morning continues with breakout sessions on Fiduciary Roles, Liability Driven Investing, an update on Healthcare issues and a session on some positive reaction to the government economic policies. What a morning!!

Then lunch with Michael Jablonski who will share some stories from being on the inside of President Obama's campaign. And you will not want to miss a preview of the 40<sup>th</sup> Anniversary Celebration that will be taking place Thursday evening.

The afternoon brings even more timely and excellent sessions on asset allocation, manager due diligence process and executive compensation. Two of our speakers that afternoon are Todd Borton (pictured below) and Paul Troup (pictured below).

The 40<sup>th</sup> Anniversary Celebration Event is Thursday evening. This will be an evening of fun and celebration. Many of the past presidents (shown below) will be there as will Nancy Connell who was the backbone of the SEBC for many years until her retirement in 2004.

Friday morning will have two very informative general sessions - Mike Walker from Wachovia Insurance Services (A Wells Fargo Company) will share some insights into the insurance industry. This session continues with Chip Bowles an attorney discussing the “What If?” – what if your TPA becomes insolvent or perhaps your insurance carrier?

After that thought provoking session we have a panel of plan sponsors and consultants discussing the impact of the economic downturn on employer sponsored benefit plans. This session will be moderated by Larry Hicks the benefits practice leader for Hay Group's Midwest office in Chicago.

The plan sponsor panelists are Bob Barker (Mueller Water Products, Inc.), Barbara Holley (Balfour Beatty, Inc.) and Pamela Pharris (State of Georgia Employee Retirement System). And the consultants are Weston Tompkins (Watson Wyatt) and Paul Kersting (Buck Consultants). You will hear not only trends and what the consultants are seeing and hearing but also some real life examples of how plan sponsors have reacted.

The day concludes with the Grand Prize Drawing for a \$500.00 American Express Gift Card. Who could not use that! Yes you must be present to win. And then farewell to until we meet again.

Don't forget to mark your calendars for the Fly-In on October 1, 2009 at the Georgia Tech Global Learning Center.





Todd Borton



Paul Troup



Past Presidents in 2005



## Announcements

PMFM Inc is now Stadion Money Management.

Tim McCabe has a new email address [Tim.McCabe@stadionmoney.com](mailto:Tim.McCabe@stadionmoney.com) and their new website is [www.stadionmoney.com](http://www.stadionmoney.com) His phone and address stay the same.

## SEBC Committee Updates

### Steering Committee

President - David Lyons - Lowe, Brockenbrough & Co., Inc - [dlyons@lowebrockenbrough.com](mailto:dlyons@lowebrockenbrough.com)

As we get closer to the AEC, your Steering Committee and Beth Phillips at Drohan Management have been busy putting the finishing touches on the program and all the details that need to be finalized at the hotel. As with many of you, the budget is being watched very carefully. As steward of your organization, we are very aware of the importance of managing your conference prudently.

The next Steering Committee Meeting will be on Wednesday afternoon right before the start of the AEC. Should you have any issue you would like the conference to consider, please feel free to reach out to David Lyons – the SEBC President.

### Sponsorship Committee

Chair – Tom Geraghty – Charles Schwab - [thomas.geraghty@schwab.com](mailto:thomas.geraghty@schwab.com)

We continue to focus on meeting our sponsorship goals for 2009. We are very thankful to **Charles Schwab and J.P. Morgan** for their sponsorship contributions.

Sponsorships are critically important to an organization such as the SEBC. There are several sponsorship levels ranging from the \$250.00 level to \$8,000.00 so there is something for every organization – check out the options available [http://sebc.org/2009sponsor\\_opps\\_regform.pdf](http://sebc.org/2009sponsor_opps_regform.pdf).

Have questions or don't see something you would like to sponsor or a level of sponsorship to meet your budget, just let either Tom Geraghty or Tim McCabe ([Tim.McCabe@stadionmoney.com](mailto:Tim.McCabe@stadionmoney.com)) know. They will be happy to work with you and your budget.

### Membership Committee

Chair – Sara Reineman – Principal Financial – [Reineman.Sara@principal.com](mailto:Reineman.Sara@principal.com)

If you are on Linked-In, don't forget to join the Southern Employee Benefits Conference group – at last count we had 75 members of that group on Linked-In.

The membership committee looks forward to welcoming our new members at the AEC in Asheville – several are attending.

If you have not paid your dues – individual dues are just \$250 per year. And for

### *Did you know . . .*

Built from granite boulders hewn from Sunset Mountain, The Grove Park Inn opened in 1913. It was the vision of E.W. Grove, a St. Louis entrepreneur who made his millions in the 1890s peddling an elixir called Grove's Tasteless Chill Tonic. Modeled after the grand old railway hotels of the

\$250 corporate members can allow any member of their company to attend any event for the member rates. This is one of the best deals around – The SEBC is truly the premier benefits professional organization in the southeast.

West, it took a crew of 400 men only 12 months to build the majestic landmark, dragging hundreds of tons of boulders up the mountainside with the aid of teams of mules, ropes and pulleys, wagons and a lone steam shovel.

## LEGISLATIVE UPDATE

Chair – Bard Brockman – Bryan Cave -  
Bard.Brockman@bryancave.com

### **Genetic Information Nondiscrimination**

**Act.** The Genetic Information Nondiscrimination Act of 2008 (“GINA”) sets forth new non-discrimination prohibitions for group health plans, health insurance companies and employers. Title I amends ERISA, the Public Health Service Act, the Internal Revenue Code, and the Social Security Act to prevent discrimination by group health plans and health insurance providers based on genetic information, and prohibits insurers from requiring genetic tests. HIPAA privacy regulations will be amended to provide that genetic information is treated as a special class of Protected Health Information. Title II protects job applicants, current and former employees, labor union members, and apprentices and trainees from discrimination based on their genetic information, restricting the deliberate acquisition of genetic information by employers and limits employers from disclosing genetic information.

GINA prohibits group health plans, including self-funded health plans, and health insurance issuers in the group market from: (1) using genetic information to adjust premium or contribution amounts for covered groups; (2) requesting or requiring an individual or family member to undergo a genetic test; (3) requesting, requiring or purchasing genetic information for underwriting purposes; and (4) requesting, requiring, or purchasing genetic information for any purpose before an individual’s enrollment in the plan. However, genetic test results may be used to make a determination regarding payment, if the minimum amount of information necessary is used. Additionally, employers may not refuse to hire, limit or discriminate against, or otherwise adversely affect any employee on the basis of genetic information.

Employers may reveal genetic information only under the following circumstances: (1) an individual’s own genetic information to him or her upon written request; (2) to a researcher

where the research is conducted in compliance with applicable federal regulations; (3) in response to a court order where only the genetic information sought by the order is revealed and the individual whose genetic information is revealed is informed of the order and the information disclosed; (4) to a government official investigating GINA compliance; (5) in complying with the FMLA certification requirements; and (6) to a health agency where the information concerns a hazardous or life-threatening disease posing imminent danger.

The law is generally effective for plan years beginning after May 21, 2009, although the employment discrimination provisions contained in GINA Title II take effect November 21, 2009.

**Michelle’s Law.** Michelle’s Law amends ERISA, the Public Health Service Act, and the Internal Revenue Code ensuring dependent college students who take a “medically necessary leave of absence” of up to one year do not lose existing insurance coverage. The law applies to group health plans and health insurance carriers.

Under Michelle’s Law, a group health plan or health insurance issuer may not terminate coverage for a covered “dependent child” if the dependent requires a “medically necessary leave of absence” as certified by a physician. The coverage must continue until the earlier of: (1) one year after the first day of the medically necessary leave of absence; or (2) the date on which the coverage under the plan would otherwise terminate under the coverage terms. The covered dependent child is entitled to the same benefits as if he or she did not take a leave of absence or reduce enrollment.

Michelle’s Law applies to plan years beginning on or after October 9, 2009 and to medically necessary leaves beginning during such plan years. For plans following a calendar year, the law would apply beginning January 1, 2010.

### ***Did you know. . .***

The lobby of the Grove Park Inn is known as The Great Hall — and for good reason. Measuring 120 feet across, the hall features 24-foot ceilings and two gigantic 14-foot stone fireplaces. It’s famous for the elevators cleverly hidden in the chimneys of the stone fireplaces (put there to conceal the noise of the machinery), which continue to transport guests to their rooms today.

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## Meet Some of the Leadership

*In each newsletter we will introduce you to some of the leadership of the SEBC*

### **Andrew Schaffernoth**

Andrew believes the SEBC is one of the greatest secrets around. He was introduced to the SEBC years ago by an industry colleague. In many ways, his attendance was a leap of faith – joining a conference he knew little about with the hope of making a few connections and perhaps learning a thing or two. However, his first conference had him hooked. Two things, in particular, keep him coming back.

The detail and depth of the speaker materials made him a better industry professional. Andrew knows that after each conference he will leave educated on important, contemporary topics which allows him to deliver a greater value-add to his clients and prospects.

The membership itself cannot be found elsewhere. To be able to meet with your peers, industry consultants and plan sponsors and develop a relationship outside of the normal business channel is invaluable. The SEBC network is not just business contacts but also a network of friends.

Andrew is currently working with the committee on elevating awareness of the conference and all the benefits it provides. If the conference became the worst kept secret, he would be just fine what that.

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### ***Did You Know . . .***

During the summers of 1935 and '36, author F. Scott Fitzgerald resided in Room 441 at the Grove Park Inn. He's just one of the American luminaries to have stayed there, a list that includes Harry Houdini, Will Rogers, George Gershwin, Thomas Edison, Eleanor Roosevelt and Henry Ford and numerous presidents.

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The Grove Park Inn was renovated in 1998 to add the new wings including the luxurious Spa. The Sports Complex has workout facilities and classes, tennis courts, a swimming pool, racquetball courts, and a playground. Don't miss the golf course that *Golfweek* magazine included in its 2005 "America's Best" listings and *Golf Digest* named in 2004 as "one of the ten best courses in the United States that is 100 years old or more." Designed by the legendary Donald Ross, the course is rated as the 8th best in North Carolina.

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Located within easy driving distance is the French Broad River, with float outings for the whole family (age 4 and up) or whitewater trips for older, more adventurous types. Horseback riding is another adventure option, if the trolley tours and shopping in downtown Asheville are not your cup of tea.

There is something for everyone at the Grove Park Inn. We hope our members and their families will thoroughly enjoy your time here and we know you will have a relaxing experience.