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Where to Begin?

The SEBC's Annual Educational Conference was absolutely great! Some of the quotes we have gotten are:

"it felt like I spent a few days with old friends!" – investment firm attendee

"As this was my first exposure to your organization, I was most impressed with the professionalism and knowledge shared at the conference, as well as the camaraderie of its members." – plan sponsor

"Of all the sessions, Chris Dillon's stood out the most. Bring him back next year! Whole event was great, though." – plan sponsor



"a chance to meet new friends and touch base with the old" - consultant

So all in all, the AEC was excellent. The theme for the conference was the 40th Anniversary of the SEBC. Throughout the entire time, there were pictures and memorabilia out and two computers set up with two different shows of many more pictures. And the backbone of the conference from the beginning until 2004 when she retired – Nancy Connell was there for the whole conference. It was so great to see her and she looks great.

The conference began Wednesday May 13 with two sessions which were well attended but moved quickly to the reception on the balcony – the weather could not have been better. The view was astonishing – as these pictures show. It truly was a place where old and new friends could reconnect and network. At the dinner that evening, a contest on "how well do you know the

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SEBC” was held. The winner was Debra Crittenden from Mueller Water.



*(right and below):
Attendees enjoying
the beautiful scenery
of the Grove Park
Inn Resort & Spa*

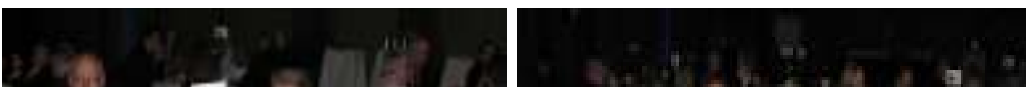


Thursday morning began with the economic forecast delivered by Dr. Rajeev Dhawan. Then onto the breakout sessions – then back for lunch and brief presentation on some of the changes that have taken place over the past 40 years. Our lunch speaker was Michael Jablonski who shared some tales from the Obama campaign. His comments were on the business side of the campaign. He was excellent. And

then back for more concurrent breakout sessions.



Thursday night was the presentation of the Hazlehurst Lamon Award and wonderful 40th Anniversary celebration arranged by Tilda Kaplan. During dinner, a slide show of the past presidents with a message from each was showing. It was awesome. Then Tilda presented a slide show of the history of the SEBC over the past 40 years. This concluded with a picture of all the past presidents at the dinner.





Thursday Evening Anniversary Dinner



SEBC Presidents

Back Row: Greg Braden, Todd Borton, Larry Gibson, David Lyons

Front Row: Jodell Ayers, Lana Jordan, Ron Cheeley, Harry Lamon, Eleanor Banister, Julie Bradlow, Chris Reynolds

Friday morning we had two excellent general sessions. These concluded with the grand prize drawing – new member Scott Pritchard from Capital Directions won the \$500 American Express Gift card. Congratulations to all our winners!



Friday Opening Panel



Friday Closing Panel

The conference was wonderful – we had plan sponsor attendees from Time Warner Cable (Rhonda Bethea), Printpak (David Kenny and , YKK (Jodell Ayers), Schering-Plough-Hialeah (Ron Cheeley), Goodrich (Julie Bradlow) and Mueller Water (Debra Crittenden) as well as those who were speakers like Balfour Beatty (Barbara Holley), Mueller Water (Bob Barker), State of Georgia Employees Retirement System (Pamela Pharris) and Hanesbrands (Donald Cook). Just to mention some.

And then we had several who had never been to an SEBC meeting before – Brett Wells from T. Rowe Price, new members Scott Pritchard, Capital Directions, LLC; Rhonda Bethea, Times Warner Cable; Michael Hoes, McGuire Woods, LLP; John Lee, Printpack Inc and Sean McCaffrey, O’Shaughnessy Asset Management.

The 40th Anniversary Celebration was wonderful. A good time was had by all after attending some exceptionally good sessions. Thank you to all our speakers for making the program a success.

Hazlehurst Lamon Outstanding Achievement Award



Congratulations to Chris Reynolds who was recognized as this year’s Hazlehurst Lamon Award winner. Chris is Senior Vice President – Marketing and Client Service at Rigel Capital. He is active in many business and community non-profit organizations including: the National Football League’s Youth Education Town-Atlanta, Children’s Museum of Atlanta, Archdiocese of Atlanta’s Long Range Planning committee, the Association of Investment Management Sales Executives and of course the SEBC. Chris is a past president of the SEBC and has served on many of its committees (and as chair of most of them at one time or another).

LEGISLATIVE UPDATE

HIPAA Notification Requirements. The American Recovery and Reinvestment Act, also known as the Stimulus Bill, made several changes to HIPAA requirements that are of particular interest to group health plans. Among the changes, HIPAA now requires covered entities, including group health plans, to provide notification to individuals, the Department of Health and Human Services (“HHS”), and in some cases, media outlets, if **unsecured** protected health information (“PHI”) has been breached. On April 17, 2009, HHS released guidance on how PHI can be protected so it is not considered unsecured PHI. (Importantly, if PHI is not unsecured, then the breach notification requirements will not apply.) The notification requirements will be effective 30 days after interim final regulations are published. The Act requires they be published no later than August 16, 2009. The required notification includes the following:

Notice to the affected individuals. The notice to individuals must include a brief description of what happened; a description of the types of unsecured PHI involved; the steps individuals should take to protect themselves from harm as a result of the breach; a brief description of what the plan is doing to investigate the breach, and; contact procedures for individuals to ask questions or obtain additional information.

If the group health plan does not have current or sufficient information to contact at least 10 individuals, then it must post a notice on its website or in major print or

broadcast media.

If the breach affects 500 or more individuals in a single state or jurisdiction, the notice must be provided in prominent media outlets serving such state or jurisdiction.

Plans must notify HHS of all breaches. If the breach affects 500 or more individuals, the notice to HHS must be provided immediately. For smaller breaches, the plan can keep a log of the breaches it submits to HHS on an annual basis.

Business associates are required to notify the affected group health plan or other covered entity if they become aware of a breach.

Supreme Court Address Retroactive Effect of Pregnancy Discrimination Act. AT&T and related companies had long based pension calculations on a seniority system that relied on years of service minus uncredited leave time, giving less retirement credit for pregnancy absences than for medical leave generally. In 1978, Congress passed the Pregnancy Discrimination Act (“PDA”) as part of Title VII to make it “clear that it is discriminatory to treat pregnancy-related conditions less favorably than other medical conditions.” In response to the PDA, AT&T replaced its old plan with an Anticipated Disability Plan, which provided the same service credit for pregnancy leave as for other disabilities prospectively, but did not make any retroactive adjustments for the pre-PDA personnel policies. Several long-time AT&T employees challenged AT&T’s practice as discriminatory, because they received less service credit for their pre-PDA pregnancy leaves than they would have received for general disability leave, leaving each employee with a reduction in her total employment term and, consequently, a smaller AT&T pension. In short, the Supreme Court held there was no clear intent by Congress to make the PDA apply retroactively. Therefore, it is not discriminatory for AT&T to calculate pre-PDA service in a manner that gives less credit for pregnancy leave than for other forms of medical leave.

Special thanks to W. Bard Brockman, Partner, Bryan Cave for his help in compiling these highlights – all plan sponsors will want to check with their legal counsel on the implications of these and the many other regulatory items released recently.

With the Memorial Day Holiday and everyone just getting back from the AEC, we will resume our Meet the Leadership and Committee Reports next month