Overview

2012
EBRI Overview

• Organization
• Member History and Members
• Finances
• Retirement Research Centers
• Financial Capability Center
• Health Research Centers
• Survey Research Center
• EBRI and other organizations
• Sustaining Members / Board of Trustees

• Detail slides on Center for Research on Retirement Income and Center for Research on Health Benefits Innovation
EBRI Bylaws: Declaration of Principles

Employee benefit plans serve an essential function in the U.S. economy, by providing citizens with opportunities to achieve financial security.

An ongoing need exists for objective, unbiased information regarding the employee benefit system, so that decisions affecting that system may be made based upon verifiable facts.

The members of the Institute have determined that their common interests, and the public interest, will be furthered by having the Institute develop and disseminate this information.

In all its activities, the Institute shall function strictly in an objective and unbiased manner and not as an advocate or opponent of any position.

Source: EBRI Bylaws As Amended 12/03/2003
Employee Benefit Research Institute Strengths

1. Independent and objective.
2. Represents the gold standard for quality information.
3. Information can be relied upon – trusted – to provide a full, impartial and accurate picture.
4. Information provides longitudinal data that helps to assure a complete historical picture.
5. Has tremendous knowledge capital due to exceptional staff tenure and experience.
6. Has credibility with the media, academics, professionals and decision makers.

The Structure

Employee Benefit Research Institute (a 501(c)(6) organization)

- Board of Trustees.
  - Executive Committee.
  - Research Committee.
- Members
  - Center Research Partners and Advisory Boards

EBRI Education and Research Fund [EBRI-ERF] (a 501(c)(3) organization)

- Established by Article XII of the EBRI Bylaws.
- Established to perform charitable, educational, and scientific functions of the Institute.

- Governed by the EBRI Executive Committee / ERF Committee
- Contributors to ERF get the privileges of EBRI Membership
Research Delivery

- EBRI staff availability by phone and email.
- Studies, surveys, publications.
- Briefings and presentations.
- Radio and TV public service announcements.
- Online:
  - www.ebri.org
  - www.choosetosave.org
**EBRI Issue Brief – March 2012**

*The 2012 Retirement Confidence Survey: Job Insecurity, Debt Weigh on Retirement Confidence, Savings*

Americans' confidence in their ability to afford a comfortable retirement is stagnant at historically low levels in the face of more immediate financial concerns about job uncertainty and debt, according to the 22nd annual Retirement Confidence Survey (RCS), the longest-running annual survey of its kind in the nation. [Press release](#).  

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**EBRI Notes – February 2012**

*'Labor-force Participation Rates of the Population Age 55 and Older, 2011: After the Economic Downturn' and 'Employer and Worker Contributions to Health Savings Accounts and Health Reimbursement Arrangements, 2006–2011'*

Older Americans Remaining in the Workforce: The percentage of older Americans (ages 55 or older) in the workforce remained at its recent highs in 2011, according to a new report by EBRI. This trend is almost exclusively due to the increase of women in the workforce; the male workforce participation rate is flat to declining. [Press release](#).  

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**EBRI Issue Brief – February 2012**

*Expenditure Patterns of Older Americans, 2001-2009*

A detailed look confirms that older Americans (50 or above) spend less in retirement, and that home-related expenses remain the top spending category. But health costs are the second-biggest expense for older Americans, and data show that demographic sub-groups such as singles, blacks, and high school dropouts are outspending their resources in retirement, according to a new report by EBRI. [Press release](#).
“Managing” Expectations

By Nevin Adams, EBRI

On March 13,(1) the Employee Benefit Research Institute (EBRI) and Mathew Greenwald & Associates, Inc., will unveil the 22nd annual Retirement Confidence Survey (RCS)—the longest-running annual retirement survey of its kind in the nation. Indeed, the RCS is unique in offering a perspective on retirement that is now as long as the retirement at age 65 of those living to average life expectancy.

Consider that back in 1996, the sixth annual RCS found that 24 percent of retirees were not confident that they would have enough money to live comfortably throughout their retirement years, and more than 1 in 5 said their lifestyles were worse than when they first retired (with nearly 1 in 10 calling them “a lot worse”). The report noted that “[t]wo-thirds of those working then predicted they would work after they retire,” and nearly 40 percent of those say they think they’ll need to for financial reasons, to pay the bills and make ends meet.”

Five years later, the 2001 RCS noted that the percentage of individuals who say they have personally saved for retirement decreased from 75 percent in 2000 to 71 percent, though that was still better than the 59 percent
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Employee Benefit Research Institute Members (non-SM)

A.P. Moeller-Maersk - EBRI
Aflac, Inc. - EBRI
American Council of Life Insurers (ACLI) - EBRI
American Medical Association - EBRI
Ariel Investments - EBRI
Ascension Health - EBRI
AXA Equitable - EBRI
BP America, Inc. - ERF
CalPERS - EBRI
CalSTRS - EBRI
Caterpillar, Inc. - EBRI
Chevron Corporation - EBRI
Commonwealth Fund (The) - ERF
Crozer-Keystone Health System - EBRI
CUPA-HR - EBRI
CVS Caremark - EBRI
Douglas & Company - EBRI
DTE Energy - EBRI
Eli Lilly and Company - EBRI
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EMI Group - EBRI
Ernst & Young LLP - EBRI
Extend Health, Inc. - EBRI
Federal Reserve System - EBRI
FedEx Corporation - EBRI
Financial Engines - ERF
Financial Finesse, Inc. - EBRI
Financial Services Roundtable - EBRI
General Motors Corporation - EBRI
GlaxoSmithKline - EBRI
Health Care Service Corporation - EBRI
Hilton Worldwide - EBRI
Hueler Companies - EBRI
Ingram Industries Inc. - EBRI
International Brotherhood of Teamsters - EBRI
International Foundation of Employee Benefit Plans - EBRI
International Paper - EBRI
JETRO - EBRI
KeyCorp - EBRI
LCG Associates, Inc. - EBRI
Lockheed Martin - EBRI
Maine Public Employees Retirement System - EBRI
Mathew Greenwald & Associates - EBRI
McDonald’s Corporation - EBRI
McKinsey & Co. - EBRI
Michigan Educational Special Services Association - EBRI
Milbank Memorial Fund - ERF
Missouri State Employees' Retirement System - EBRI
National Association of College and University Business Officers - EBRI
National Association of Health Underwriters (NAHU) - EBRI
National Council on Teacher Retirement - EBRI
National Education Association - EBRI
National Federation of Independent Business - EBRI
NYSE Group, Inc. - EBRI
Occidental Petroleum Corporation - EBRI
Oppenheimer Funds - ERF
Pacific Life Insurance Company - EBRI
Pacific Maritime Association - EBRI
Partners Human Resources - EBRI
Paychex, Inc. - EBRI
Pension Fund Association - EBRI
Pepsico - EBRI
Pfizer, Inc. - EBRI
Procter & Gamble - EBRI
Public Employees' Retirement Association of Colorado - EBRI
RCM Capital Management LLC - EBRI
Sanofi-Aventis - EBRI
Securities Industry & Financial Markets Association (SIFMA) - EBRI
Shell Oil Company - ERF
Sherwin Williams Company (The) - EBRI
State Teachers Retirement System of Ohio - EBRI
TIAA-CREF Institute - EBRI
U.S. Chamber of Commerce - EBRI
United Food & Commercial Workers International Union (UFCW) - EBRI
United Technologies Corporation - EBRI
Verizon Communications - EBRI
Verizon Investment Management - EBRI
Visteon Corporation - EBRI
Washington State Department of Retirement Systems - EBRI
Willis North America, Inc. - EBRI
Wilshire Associates - EBRI

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# Member History

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Total Income, Total Expense and Net Income

Income

Expense

Net Income

($500,000)
Total Revenue-Expense-Fund Balance

- Total Revenue
- Total Expense
- Fund Balance

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Retirement Research Centers

- Center for Research on Defined Contribution Programs
- Center for Research on Retirement Readiness
- Center for Research on Retirement Income
Center for Financial Capability
Center for Financial Capability

• American Savings Education Council®

• ChoosetoSave®org

• America Saves Week Co-Sponsor

• Board Memberships
  – FINRA Investor Education Foundation Board
  – SEC Investor Education Advisory Board
  – SSA Financial Literacy Research Center’s Advisory Board
  – Retirement Security Coalition Advisory Board
Health Research Centers

• Center for Research on Health Coverage & Public Policy
• Center for Research on Health Care in Retirement
• Center for Research on Health Benefits Innovation
Center for Survey Research
Retirement Confidence Survey (RCS)

• Annual public opinion survey started in 1991.

• Tracks confidence in Americans’ perceived ability to live comfortably in retirement and other aspects of retirement, Americans’ fiscal preparation for retirement through savings and retirement financial planning, expected and current health care expenses in retirement, attitudes toward saving for retirement, and confidence in the Social Security program.

• Survey has addressed such topics as automatic enrollment and auto escalation in defined contribution plans, loan and withdrawal behavior from defined contributions, sources of retirement income, financial education, products for reducing financial risks in retirement (long-term care insurance, annuities, etc.) care quality, and the cost of living in retirement.
Health Confidence Survey (HCS)

- Annual public opinion survey started in 1998.

- Tracked satisfaction with health care, confidence in health care system today, the future of the health care system and the Medicare program, and attitudes toward health care reform.

- Survey has addressed such topics as health care quality, employment-based health benefits and the cost of coverage, choice of health plan, managed care, the uninsured, Medicare, long-term care, prescription drugs, and retiree health benefits.
Consumer Engagement in Health Care Survey (CEHCS)

- Annual survey started in 2005.
- Provides reliable national data on the growth of consumer-driven health plans (CDHPs) and high-deductible health plans (HDHPs).
- Examines impact of CDHPs and HDHPs on the behavior and attitudes of health care consumers, as compared to traditional coverage.
EBRI and Other Organizations

EBRI works with any and all organizations. EBRI is very unique in that nothing it publishes or does makes policy recommendations, pro or con.

EBRI is the “neutral” source that can be relied upon by all parties for objective research that seek to present “just the facts” and “tell it like it is”.

Most organizations either have an “editorial” view, or staff papers make recommendations, even if the “organization” does not. EBRI advocacy is for decision makers to use “facts” as the basis of their decisions.
Sustaining Members

Designate one individual “who shall be an executive or partner of such Member in a senior policy-making position, to serve as a Trustee.”

Board meets second Wednesday of May and December in Washington D.C.

Reception and/or dinner that evening and Policy Forum the following day in May and December.
Value for Sustaining Member

- Set EBRI priorities for research, training, education.

- Gain awareness of, and discuss trends.

- Leadership recognition as key supporter of non-partisan research and public education organization on health and financial security issues.

- Early access to research and data for all units of your organization, and for use with other organizations, for strategy, best practice, benchmarking, education, program design, and value assessment.

- Forum for engaging peers in the sponsor, provider, and policymaker realms.
EBRI Center for Research on Retirement Income

January 20, 2012
(slide version 16)

(CRI: Home of the EBRI Retirement Security Projection Model (RSPM) and the EBRI Retirement Account Database)
EBRI Center for Research on Retirement Income (CRI)

• Overview
  • EBRI is the most credible source for the facts on retirement
    – Product of the center
    – Research Partners, Advisory Board and Funding

• Why is EBRI uniquely situated to conduct these projects?
  – No personal identity or employer identity information is in the data bases
  – DC account data
  – IRA data
  – Retirement Security Projection Model
  – Simulation models exclusively designed for 401(k) plans and IRAs
  – Monthly valuations of participants
  – Personnel

• Previous EBRI activity that provides us with the background to conduct these projects
  – EBRI Issue Briefs
  – Presentations/Testimony
  – Outside publications
The Logic of EBRI as the Home for CRI

• The Media and Decision Makers rely on EBRI.
• EBRI is the only research organization with the capability to track the account balances of participants when they change jobs or retire
  • Across providers as well as across plans
• Unique DC Datasets since 1996
• State of the art simulation models since 2001
  • Retirement Security Projection Model®
  • Simulation models exclusively designed for DC and IRAs
  • Monthly valuations of participants
• Personnel
  • Dallas Salisbury, CEO
  • Nevin Adams, EBRI Education Director and Center Co-Director
  • Jack VanDerhei, EBRI Research Director and Center Co-Director
  • Craig Copeland, Senior Research Associate
Why At EBRI? A Most Credible Source for the Facts! The Media Relies on EBRI!

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Employee Benefit Research Institute  
American Savings Education Council of EBRI  
American Benefits Council  
ERISA Industry Committee  
Plan Sponsor Council of America  
Pension Research Council  
Boston College Center for Retirement Research
Research Partners, Advisory Board, and Funding

Research Partners can designate a member of the Advisory Board

- EBRI Members can become Center Research Partners:
  - $25,000 per year contribution.
- Non-members can become Center Research Partners
  - $50,000 per year contribution.
- Research Partners can be:
  • Plan Sponsors
  • Financial Institutions
  • Administrative Organizations
  • Research or Consulting Organizations
  • Foundations
Research Partners - Value

- Seat on Advisory Board
- Participation in Data/Research Roundtables
- Thought Leadership Role on Lifetime Income Security
Research Partners - Value

- Participation in Research Formulation
- Support for Data/Analysis Input to Policy Makers and the Media
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Become a Research Partner of CRI

E-mail or Fax this slide to salisbury@ebri.org or 202-775-6312

Yes, we want to be a CRI Research Partner. Send the invoice to:

Name: ______________________________
Org: _________________________________
Land Line: ___________________________
Cell: ________________________________
E-mail: ______________________________
Personnel

Dallas Salisbury, president and CEO of the Employee Benefit Research Institute (EBRI), joined EBRI at its founding in 1978, following work at the Pension Benefit Guaranty Corporation and the U.S. Department of Labor ERISA Program. He serves on a number of public and private advisory groups and boards, testifies often, writes extensively, and is a regular source for policymakers and media doing projects on retirement topics. Salisbury is consistently ranked as one of the most influential individuals in the retirement field by private publications.

Nevin Adams is the education and external relations director of EBRI and CRI Co-Director and has worked in the area of retirement (defined benefit and defined contribution) and health for over 30 years in a variety of senior positions with Wachovia, Northern Trust, and as Global Editor in Chief at PLANSPONSOR and PLANADVISER magazines and web sites.

Jack VanDerhei is the research director of EBRI and CRI Co-Director and has worked with the Institute since 1988. He was previously on the faculty of The Wharton School of the University of Pennsylvania for eight years, where he served as research director of the Pension Research Council. He has been the editor of Benefits Quarterly since 1991. He started the EBRI Defined Contribution and Participant Behavior Research Program in 1994 and continues to actively manage the program. He is taking the lead on research relating to the integration of the Defined Contribution and IRA data. VanDerhei has also served on or consulted for a number of working groups involved in overseeing the development of retirement income simulation models. In 2008 he was named by Treasury & Risk as one of the 100 Most Influential People in Finance. He is ranked as one of the top 25 business authors by Social Science Research Network and is frequently quoted by the media when they write about retirement topics.

Craig Copeland is a senior research associate at EBRI and has been with the Institute since 1997. In addition to his research on Social Security and retirement plans, Copeland has taken the lead on the new EBRI IRA database, is the senior researcher responsible for the annual Retirement Confidence Survey, and has advised external organizations on projects such as the National Financial Capability Survey.
Center Product

- Annual estimates of future DB / DC / IRA levels and flows based on:
  - Individual simulations of DB and DC accumulations and rollovers and payouts
  - Data collected from EBRI Retirement Account Database
    - Roth, rollover, regular, withdrawal behavior, etc.
- Behavioral analysis
  - Inflow/outflow analysis
  - Asset allocation, including guarantees
  - Withdrawal behavior
  - Accumulation and contribution behavior (rollover vs. non-rollover)
- Specific examples of future research
  - Tracking investment behavior of DC participants when they retire
    - Especially with respect to asset allocation when there is an IRA rollover
  - Tracking spend-down behavior of retirees from the integrated defined contribution and IRA portfolios
  - Simulation of how suggested legislative modifications (e.g., Simpson-Bowles recommendations) would impact future contributions, accumulations and rollovers
- Research Partner Roundtables to discuss results, implications, additional data and analysis opportunities
EBRI/ERF Retirement Security Projection Model

- Originally developed from 1999-2003 to assist states in predicting the extent to which future retiree cohorts would have insufficient retirement assets
  - First national model with a fully developed stochastic decumulation module in 2003
  - Model substantially modified in 2010 to account for automatic enrollment and automatic escalation in 401(k) plans
  - Model updated in 2012 to account for changes in the financial and real estate markets
- Starts with each Baby Boomer and Gen X family and projects the following at retirement age
  - Defined benefit accruals
  - Defined contribution account balances
  - IRA balances (rollovers and non-rollover)
  - Social Security benefits (status quo as well as some reform proposals)
  - Net housing equity
- At retirement, model simulates 1000’s of alternative life paths to reflect investment risk as well as the risks of longevity, inflation, uninsured medical costs (including nursing home costs)
- Determines how much additional savings would be needed to meet a specified standard of retirement income adequacy 50, 70 and 90 percent of the time
Simulation models exclusively designed for 401(k) plans and IRAs

- **2002 Issue Brief:**
  - First national model to use actual participant data to project what workers are likely to accumulate via 401(k) plans and IRA rollovers by retirement age as a function of income level
  - Provided several types of sensitivity analysis. Modeled retirement income as a function of:
    - Contribution behavior
    - Loan behavior
    - Preretirement withdrawal behavior
    - Probability of coverage by new employer after job change
    - Cash out behavior
    - Various financial market scenarios

- **2005 Issue Brief:**
  - First national model to properly account for impact of participation increases for automatic enrollment in 401(k) plans (by simulating synthetic eligible non-participants)

- **2007, 2008, 2010 publications:**
  - First national model to show the likely importance of automatic escalation of contributions for 401(k) plans
  - First national study to show how various plan designs and modification of employee behavior can modify the probability of “success” for 401(k) participants
EBRI Research to be enhanced by CRI
(for full copies go to www.ebri.org , and for more recent studies, testimony, media, etc.)

EBRI Testimony since 2008 relevant to CRI:

- **September 15, 2011** — Testimony by Jack VanDerhei, EBRI research director, before the Senate Finance Committee, on “Tax Reform Options: Promoting Retirement Security” (T-170).
- **June 14, 2011** — Testimony submitted by Jack VanDerhei, EBRI research director, before the House Committee on Education and the Workforce, Subcommittee on Health, Employment, Labor, and Pensions (T-168).
- **March 30, 2011** — Testimony submitted by Jack VanDerhei, EBRI research director, before the Senate Finance Committee, on "The Impact of Modifying the Exclusion of Employee Contributions for Retirement Savings Plans From Taxable Income: Results From the 2011 Retirement Confidence Survey" (T-167).
- VanDerhei, J. (June 2009). [How Would Target-Date Funds Likely Impact Future 401(k) Accumulations](#). Testimony before the joint DOL/SEC Hearing, Target Date Fund Public Hearing.
EBRI Research Publications Since 2008 Relevant to CRI


Copeland, Craig, “Target-Date Fund Use in 401(k) Plans and the Persistence of Their Use, 2007–2009”—August 2011 Issue Brief #361

VanDerhei, Jack (July 2011) "Capping Tax-Preferred Retirement Contributions: Preliminary Evidence of the Impact of the National Commission on Fiscal Responsibility"

VanDerhei and Copeland (June 2011) “The Impact of Deferring Retirement Age on Retirement Income Adequacy”

Copeland, Craig (May 2011), 'IRA Asset Allocation' EBRI Notes

VanDerhei, Jack, April 2011, Retirement Income Adequacy: Alternative Thresholds and the Importance of Future Eligibility in Defined Contribution Retirement Plans, Vol. 32, No. 4, EBRI Notes


VanDerhei, Jack, A Post-Crisis Assessment of Retirement Income Adequacy for Baby Boomers and Gen Xers, February 2011, EBRI Issue Brief #354

VanDerhei, Jack, The Impact of Auto-enrollment and Automatic Contribution Escalation on Retirement Income Adequacy, November 2010 EBRI Issue Brief #349

VanDerhei, Jack, Retirement Savings Shortfalls for Today’s Workers, October 2010, Vol. 31, No. 10, EBRI Notes

Copeland, Craig (September 2010), “IRA Balances and Contributions: An Overview of the EBRI IRA Database” EBRI Issue Brief


EBRI Research Publications Since 2008 Relevant to CRI (continued)


Copeland, Craig, 'Target-Date Fund Use Over Time'— July 2010 Notes


Copeland, Craig, “Use of Target-Date Funds in 401(k) Plans, 2007” --March 2009 Issue Brief #327


EBRI : Just the Facts™

• www.ebri.org
• www.choosetosave.org
EBRI
Center for Research on Health Benefits Innovation (CRHBI)

Research Center Focused on Helping Employers Assess the Impact that Plan Design with Goal of Increasing Consumer Engagement has on Cost, Quality, and Access of Health Care
EBRI Center for Research on Health Benefits Innovation (CRBHI)

• Overview
  • EBRI is the most credible source for the facts on health benefits
    – Product of the center
    – Research Partners, Advisory Board and Funding

• Why is EBRI uniquely situated to conduct these projects?
  – No personal identity or employer identity information is in the data bases
  – Health claims data
  – HSA data
  – EBRI/MGA Consumer Engagement in Health Care Survey
  – Personnel

• Previous EBRI activity that provides us with the background to conduct these projects
  – EBRI Issue Briefs
  – Presentations/Testimony
  – Outside publications
The Center will initially focus on three broad areas of research

*Behavioral economics* – combines the insights from psychology with economic theory to design health benefits and to improve delivery of health care services.

*Incentives* – Employers often build financial incentives into their health benefits. One example is three-tiered co-payments for prescription drugs. Another is value-based benefit design.

*Consumer-driven health benefits* – Consumer driven health benefits (CDHPs) combine a high-deductible with a tax-preferred account. The expectation is that by giving individuals more control over funds allocated for health care services they will spend the money more responsibly, especially once they become more educated about the actual price of health services.
The Logic of EBRI as the Home for CRHBI

- The Media and Decision Makers rely on EBRI.
- EBRI is the only research organization with the capability to provide a full picture of health coverage
  - Claims data can be matched to HSA financial data
- Research on innovations in health benefits since 1983
- Research on CDHPs since 2001
  - EBRI/MGA Consumer Engagement in Health Care Survey since 2005
- Personnel
  - Dallas Salisbury, CEO
  - Paul Fronstin, EBRI Health Research Director and Center Director
  - Martin Sepulveda, IBM VP of Health Research and Center Co-Chair
  - Carol Lewis, Deere & Co. Manager of Health & Welfare Plans and Center Co-Chair
Why At EBRI? A Most Credible Source for the Facts!
The Media Relies on EBRI!

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Employee Benefit Research Institute
American Savings Education Council of EBRI
American Benefits Council
ERISA Industry Committee
Plan Sponsor Council of America
Pension Research Council
Boston College Center for Retirement Research
Research Partners, Advisory Board, and Funding

Research Partners can designate a member of the Advisory Board

- Founding Research Partners $50,000 per year contribution
- Research Partners $25,000 per year contribution
- Research Partners can be:
  - Plan Sponsors
  - Insurers
  - Financial Institutions
  - Administrative Organizations
  - Research or Consulting Organizations
  - Foundations
Research Partners - Value

Seat on Advisory Board

Participation in Data/Research Roundtables

Thought Leadership Role on Innovative Plan Designs
Research Partners - Value

- Participation in Research Formulation
- Support for Data/Analysis Input to Policy Makers and the Media
## CRHBI Research Partners

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Become a Research Partner of CRHBI

E-mail or Fax this slide to salisbury@ebri.org or 202-775-6312

Yes, we want to be a CRHBI Research Partner. Send the invoice to:

Name: ______________________________
Org: ______________________________
Land Line: ___________________________
Cell: ______________________________
E-mail: ______________________________
Key EBRI Personnel

Dallas Salisbury, president and CEO of the Employee Benefit Research Institute (EBRI), joined EBRI at its founding in 1978, following work at the Pension Benefit Guaranty Corporation and the U.S. Department of Labor ERISA Program. He serves on a number of public and private advisory groups and boards, testifies often, writes extensively, and is a regular source for policymakers and media doing projects on retirement topics. Salisbury is consistently ranked as one of the most influential individuals in the retirement field by private publications.

Paul Fronstin is the health research and education program director of EBRI and CRHBI Director and has worked with the Institute since 1993. His 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 2010, Dr. Fronstin was appointed to the Institute of Medicine (IOM) Committee on Determination of Essential Health Benefits. He currently serves on the steering committee for the Emeriti Retirement Health Program. He is also the associate editor of Benefits Quarterly. He is ranked 134 out of the top 30,000 authors by the Social Science Research Network and is frequently quoted by the media when they write about health coverage topics.
Initial Research Questions

- Impact of Adoption of full replacement HSA on
  - Inpatient, outpatient, ER and prescription drug use
  - Inpatient, outpatient, ER and prescription drug use among individuals with chronic conditions
  - Preventive care services
  - Medication adherence among individuals with chronic conditions
  - Catastrophic claims
  - Quality of care for select medical conditions
  - Costs and OOP expenses
- How use of services and claims expenses changes when patients reach deductible and out of pocket limit
- Role of the account
  - Impact of HSA balance on discretionary and nondiscretionary services among individuals with and without chronic conditions
EBRI Research Publications Relevant to CRHBI*


* Consumer Engagement in Health Care Survey not included.
Selected Research Publications from the EBRI/MGA Consumer Engagement in Health Care Survey

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