

## “Crisis” Management: Uncertainty and the Workplace

*EBRI-ERF Policy Forum #74*  
Arnold & Porter LLP  
555 Twelfth Street, NW Washington, DC 20004-1206

Thursday, May 15, 2014  
9:00 a.m. – 12:30 p.m.

*Speakers & Discussants*

### **Nevin Adams**

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Nevin 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 Mr. Adams 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. He began his career doing pension accountings at Northern Trust in Chicago, Illinois, and then held a variety of management roles, culminating in the development of a proprietary recordkeeping platform. In 1986 he joined Wachovia Bank to lead their defined contribution/recordkeeping businesses, where he led key initiatives in product development, trust accounting, and recordkeeping and trust system conversions.

A frequent and popular speaker at industry and trade conferences, he graduated summa cum laude with a BS in Finance from DePaul University in Chicago, Illinois. In 1988 he received his JD, also from DePaul University. He has three times (2002, 2004 & 2013) been awarded NAGDCA’s (National Association of Government Defined Contribution Administrators) Media Recognition Award for outstanding coverage of pension and retirement issues, and 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.

### **Kent Allison**

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Kent Allison is the National Leader of PwC’s Employee Financial Wellness Practice, which specializes in providing unbiased financial wellness, education and counseling services to employees of large corporations. A graduate of Rutgers College with a degree in economics and accounting, Mr. Allison is a Certified Public Accountant and a Personal Financial Specialist (PFS). He has over 30 years of experience in financial education, global wealth planning, employee benefits, executive compensation, individual taxation, estate planning and accounting.

Recognized as one of the leading advocates of financial wellness and education, Mr. Allison is frequently quoted by numerous publications and news agencies, including Wall Street Journal; US News & World Report; Fox Business News; CNBC; USA Today; Financial Planning Magazine; Employee Benefit News; Plan Sponsor; Pension & Investments; Dow Jones/Smart Money; Reuters; Huffington Post; and many others. He has also authored numerous articles in various publications

and is often sought out to speak at industry conferences in the US and overseas, including being the featured speaker at the Asian Financial Planning Journal Conference in Tokyo. He has also served as technical advisor and key contributor to three books on Financial Planning: “*The Personal Financial Adviser*”; “*Secure Your Future*”; and “*Get a Financial Life*” (a NY Times Best Seller).

## **Joe Antos**

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Joseph Antos is the Wilson H. Taylor Scholar in Health Care and Retirement Policy at the American Enterprise Institute. He is also adjunct professor of emergency medicine at George Washington University. He recently completed seven years as a member of the Panel of Health Advisers for the Congressional Budget Office and eight years as a Commissioner of the Maryland Health Services Cost Review Commission. His research focuses on the economics of health policy, including Medicare and broader health system reform, health care financing and the budget, health insurance regulation, and the uninsured. Antos has a Ph.D. in economics from the University of Rochester.

## **Peggy Collins**

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Margaret Collins, who goes by her nickname "Peggy," has been writing personal finance stories for Bloomberg News and Bloomberg Businessweek since August 2009. She covers topics including retirement savings, investing, taxes and real estate. She also appears weekly on Bloomberg Radio's "The Hays Advantage."

Prior to Bloomberg, Ms. Collins was a multimedia editor for MSN.com and a reporter for the Bergen Record newspaper in New Jersey. She holds a master's degree in journalism from Northwestern University and bachelor's from the College of the Holy Cross. Peggy is based in New York.

## **Liz Davidson**

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Liz Davidson has been widely recognized as one of the nation's leading experts in the field of financial education. She has been profiled in hundreds of publications, radio and television shows, including the LA Times, BusinessWeek, Fortune Small Business, Inc., Fast Company, Institutional Investor Magazine, LA Business Journal, HR Magazine, Employee Benefits News, Time Magazine, NBC Nightly News, CBS MarketWatch Radio, and many others.

Prior to becoming an entrepreneur and CEO at 26 years old, Ms. Davidson managed a hedge fund with \$40 million in assets. She left the hedge fund industry to establish an unbiased financial education firm that would provide people with the information they need to make sound financial decisions and achieve their financial goals. Today, Financial Finesse is the leading provider of unbiased financial wellness programs in the country working with over 500 organizations and Fortune 1000 companies, reaching over 1 million Americans per year. She holds an MBA from the Anderson School at UCLA.

## **Suzanna de Baca**

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Suzanna de Baca is Vice President of Wealth Strategies at Ameriprise Financial, Inc. She is responsible for the firm's initiatives to serve the affluent, Segment Marketing (Women, LGBT,

Hispanic, Asian), Retirement Thought Leadership, Client Acquisition programs, and also serves as Ameriprise's corporate spokesperson on consumer finance and women and money.

Ms. de Baca has 20 years of experience in the financial planning and wealth management industry. Prior to joining Ameriprise Financial, she held senior level positions in several asset management firms. A frequent guest at investment and finance industry conferences, she appears frequently on national television and radio, providing commentary on consumer finance, financial management and retirement.

Ms. de Baca earned an MBA degree from Harvard Business School and a BA from Iowa State University. She is actively involved in numerous professional organizations, serving on the Corporate Advisory Board for the Women's Institute for a Secure Retirement (WISER), and the Board of Trustees and Retirement Income Board for the Employee Benefits Research Institute (EBRI). She is active in the community, serving on the Boards of Directors of Planned Parenthood of MN, SD and ND, the Women's Foundation of MN, and The Hennepin County Medical Center.

## **Doug Fisher**

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Doug Fisher is Senior Vice President of Policy Development and Thought Leadership for Workplace Investing (WI), a workplace investing business of Fidelity Investments.

Mr. Fisher is responsible for leading Fidelity's policy development across retirement and health and welfare benefit issues and developing Fidelity's point of view on legislative and regulatory developments in Washington. In addition, he is responsible for Fidelity's thought leadership on retirement and health and welfare benefit strategies and engaging clients on workforce strategies and benefit designs.

## **Mary Beth Franklin**

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Mary Beth Franklin is a Contributing Editor at Investment News, a leading publication for financial advisers, and a frequent public speaker and commentator on critical retirement income topics, including Social Security claiming strategies. Previously, Ms. Franklin was a senior editor of *Kiplinger's Personal Finance* magazine and editor of the annual *Kiplinger's Retirement Planning Guide*. Earlier in her career, Ms. Franklin was a congressional reporter for *United Press International*. She completed the Certified Financial Planning certificate program at the University of Virginia in April 2013 and passed the CFP certification exam in November 2013.

## **Paul Fronstin**

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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 board of trustees for Emeriti Retirement Health Solutions. He is the associate editor of *Benefits Quarterly* and is also a TIAA-CREF Institute Fellow. 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](mailto:fronstin@ebri.org).

## **Sarah Holden**

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Sarah A. Holden, PhD is Senior Director of Retirement and Investor Research at the Investment Company Institute (ICI). At the Institute, Ms. Holden conducts and oversees research on the U.S. retirement market, retirement and tax policy, and investor demographics and behavior. She is responsible for analysis of 401(k) plan participant activity using data collected in a collaborative effort with the Employee Benefit Research Institute (EBRI), known as the EBRI/ICI Participant-Directed Retirement Plan Data Collection Project.

In addition, she analyzes the role of mutual funds in the retirement marketplace including defined contribution plan and IRA markets. She oversees The IRA Investor Database™, which contains data on more than 15 million IRA investors and allows analysis of IRA investors' contribution, rollover, conversion, and withdrawal activity, and asset allocation. She is also responsible for managing household survey research on a range of topics relevant to the fund industry and policy formation. Prior to joining the Institute, Ms. Holden worked as a staff economist in the Flow of Funds Section of the Research Division at the Federal Reserve Board. Ms. Holden graduated from Smith College, cum laude, and holds a Ph.D. in economics from the University of Michigan.

## **Chris Jennings**

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Chris Jennings is an over three decades-long health policy veteran of the White House, the Congress and the private sector. In January, he departed from his second tour of duty in the White House where he served President Obama as Deputy Assistant to the President for Health Policy and Coordinator of Health Reform. He served in a similar capacity in the Clinton White House for nearly eight years.

From his positions in the executive branch, Mr. Jennings has helped implement the Affordable Care Act (ACA) (for President Obama) as well as played leadership roles in the development, passage and implementation of bipartisan health reforms, such as the Children's Health Insurance Program, the Health Insurance Portability and Accountability Act (HIPAA), and major Medicare reforms in the Balanced Budget Act (BBA) of 1997 (for President Clinton). In his decade of service in the U.S. Senate, he served as the Deputy Director of the Special Committee on Aging for three Senators (Glenn, Pryor, and Melcher) and led major reform efforts in the areas of long-term care, prescription drug coverage/cost containment, and rural health care.

Mr. Jennings is now the President of Jennings Policy Strategies (JPS), a nationally respected health care consulting firm committed to assisting foundations, purchasers and other aligned stakeholders develop policies to ensure higher quality, more affordable health care. Recognizing his pragmatic experience, the Bipartisan Policy Center (BPC) has asked Mr. Jennings to serve as a senior advisor on a number of health reform projects, including reports and recommendations on access, delivery reforms, cost containment, and long-term care.

## Noam Levey

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Noam Levey writes about national healthcare policy for the Los Angeles Times/Tribune Washington bureau. His stories about the Affordable Care Act, Medicare, Medicaid and other healthcare issues regularly appear in newspapers nationwide, including the Los Angeles Times, Chicago Tribune, Baltimore Sun, Hartford Courant and Orlando Sentinel.

He has written for Health Affairs, the Journal of the American Medical Assn. and is a frequent guest on nationally broadcast public radio programs. Prior to joining the Times in 2003, Mr. Levey was an investigative reporter for the San Jose Mercury News in Silicon Valley. A Boston native, he has a degree in Middle Eastern history from Princeton University.

## Diane Oakley

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In January 2011, Diane Oakley was named executive director of the National Institute on Retirement Security. With the Board of Directors, Ms. Oakley leads the organization's strategic planning, research, and education initiatives. Before joining NIRS, Ms. Oakley served as senior policy advisor to Congressman Earl Pomeroy, who represented the state of North Dakota. Ms. Oakley played a key staff role in formulating legislative strategy on a range of tax, pension, Social Security, financial services, and workforce issues. Prior to her service on Capitol Hill, Ms. Oakley held leadership positions with TIAA-CREF, a leading financial services provider. She holds a B.S. in Mathematics from Fairfield University, where she graduated Cum Laude. She earned an M.B.A. in Finance from Fordham University.

## Jack VanDerhei

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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, a member of the editorial board for the Journal of Retirement 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.

## **Joleen Workman**

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Joleen Workman is Assistant Vice President in the Individual Investor segment of Retirement and Investor Services for the Principal Financial Group®. In her role, she is responsible for the development, implementation and management of all strategies and initiatives related to individuals who are eligible for or participating in their employer’s retirement plan account.

Ms. Workman is a noted retirement and employee benefits expert with more than 25 years of experience. National media outlets frequently seek out Ms. Workman for her expertise on a number of topics including retirement readiness, financial wellness and savings trends.

Ms. Workman has served in a number of roles for The Principal including, Marketing Director, Operations Officer, Regional Marketing Director and most recently as Assistant Vice President of Marketing for the U.S. Insurance Solutions Division. A native of Caledonia, Minn., she received a degree in business administration from the University of Northern Iowa in Cedar Falls, Iowa.