

# WP&BC

# NEWS

A Quarterly Publication for Pension and Benefits Professionals

Summer 2003

## ARE YOU IN TRANSITION?

From time to time, many of our members transition from one position to another. That's when tapping into the benefits network through the L.A. Chapter of the Western Pension and Benefits Conference can help the most. If you find yourself between business opportunities, please call the WP&BC office at 818.846.1129 and let us know that you are in transition. Your membership in the L.A. Chapter will continue, even if a membership fee is due. This means that you can attend the dinner meetings at the reduced Membership rate. The benefits community takes care of its own: we want to keep our networking and information update opportunities open to our members when they are most needed.

## THE L.A. CHAPTER NAMES FOUR LIFE MEMBERS

Article III, Section 20 of the Bylaws of the LA Chapter of WP&BC states as follows: "in exceptional circumstances, in recognition of extraordinary service rendered to the corporation as a member of the Board of Directors, a former member of the Board may be designated as a "Life Member" of the Board." Since its inception in 1955, the L.A. Chapter has recognized only three Board members as Life Members (John Welch, President, 1965-66, Donald Pfaff, President, 1984-85, 1985-86, and Ronald Cherry, President, 1986-87, 1987-88).



*continued on page 3*

## SAN FRANCISCO ANNUAL MEETING



### Save the Date: June 22-25, 2003 WPBC Annual Conference

The Annual Meeting is fast approaching. Kick off your summer with a visit to the spectacular Monterey Peninsula and stay at the hospitable Monterey Marriott on June 22-25, 2003. The theme for 2003 is **Oceans of Opportunity**. The Keynote speaker is former Senator Dean Barkley. Sal Tripoli and Brian Graff will enlighten us on current topics and proposed legislation. And, ensuring that it's not all business, Will Durst will tickle our funny bones. WP&BC has arranged to hold the annual dinner at the world-famous Monterey Aquarium. Bring the whole family and enjoy Monterey.

### In This Issue

Annual Meeting	1
President's Message	2
L.A. Chapter Names Four Life Members	3
Meet the New Steering Committee	5
Spring Seminar Surviving the Great Benefit Reef	9
Upcoming Events	10

# President's Message



I am honored and delighted to be addressing you as the incoming President of the Los Angeles Chapter of Western Pension & Benefits Conference. In many ways, the evolution of the Los Angeles Chapter has followed the evolution of employee benefits law. That is, we try to at least incrementally improve each year, building on what has preceded us. We stand on the shoulders of giants. With that in mind, I am pleased to announce that, in June, the Los Angeles Chapter Board of Directors formally recognized four individuals who have spent a significant portion of their professional career enhancing and improving the many positive characteristics of the Los Angeles Chapter. Article III of the Western Pension & Benefits Conference Bylaws permits a Chapter, upon recommendation by the Board of Directors, to confer Life Member status on individuals who have dedicated significant efforts above and beyond the call of duty towards the Chapter and its members. For several years the Los Angeles Chapter has not utilized that Bylaw provision. This year, we are extremely pleased to recognize the longstanding efforts of four individuals. Those individuals are Linda Boyd Griffey, Esq., of O'Melveny & Myers, LLP, Roland Simpson, Esq., Robert Ridley, Esq., of Farmer & Ridley, and Donald M. Absey, Senior Consultant, Kagan Company. I hope that all members of the Los Angeles Chapter will join me in congratulating and thanking these individuals for their longstanding commitment towards improving and enhancing the Los Angeles employee benefits community.

As I write this column, I am preparing for an all-day retreat of the Steering Committee. This year we have expanded our Steering Committee to include twenty-five members. The purpose underlying this expansion is to involve more members of the employee benefits community throughout Los Angeles in the growth and governance of the Los Angeles Chapter. I urge you, as members, to become active with the Chapter. Please feel free to contact me, or any members of the Steering Committee, at any time with your comments, questions, concerns, or suggestions. We are all instantly accessible through the Western Pension roster, which can be located on the Web at [www.WesternPension.org](http://www.WesternPension.org). In preparation for the retreat, I am asking the Steering Committee to focus on two crucial issues

facing the Los Angeles Chapter; that is, we must strive to make our monthly programs as relevant, informative, and useful as possible to all members, while we also exert ourselves towards improving and increasing our membership. As you may be aware, our membership levels in recent years have fallen. This may be due in part to the relocation of many corporate headquarters from the Downtown Los Angeles area, as well as the recent economic downturn. In any case, and regardless of the causes underlying the diminishment of membership, we must increase our membership levels if we are to survive as a thriving chapter. The benefits of membership and of involvement in the Los Angeles Chapter of Western Pension are too great to let the Chapter close. It is our goal this year to ensure that we revitalize the Los Angeles Chapter by making it relevant, excellent, and rewarding to all members.

With that goal in mind, I have asked the four newly-elected Life Members to provide ongoing counsel to the Steering Committee and to the members of the Board of Directors as needed. Their comments, as are yours, will always be welcome.

Networking within the Western Pension & Benefits Conference is one of the most recognized positive characteristics of membership. I urge you all to maintain an awareness of the benefits of your membership, and to support that membership with your clients, colleagues and coworkers. I look forward to meeting all of you at our meetings, and I look forward to presenting you with the best slate of programs, speakers, and informative seminars that are available to any chapter of the Western Pension & Benefits Conference. Thank you for your support, thank you for any suggestions you may have in improving our membership benefits, and I look forward to hearing from you directly. Please contact me through e-mail at "[bbaldwin@steptoe.com](mailto:bbaldwin@steptoe.com)" or by telephone at 213.439.9448 if you would like to become more involved with the Los Angeles Chapter, if you have suggestions on improving the Los Angeles Chapter, or if you would like to discuss the Chapter, its future and your expectations as a member.

A handwritten signature in black ink that reads "Bruce Baldwin". The signature is written in a cursive, flowing style.

**Bruce Baldwin**  
**President**

## THE L.A. CHAPTER NAMES FOUR LIFE MEMBERS

*continued from page 1*

At the April Steering Committee Meeting, the efforts of four extraordinary members of the LA Chapter of WP&BC were formally recognized. Each of these four individuals has devoted many hours of service contributing to the success of the LA Chapter. This coming year, these Life Members be will called upon to assist the Steering Committee in an advisory capacity, and to provide a Life Member's Advisory Group to serve as a resource to current and future LA Chapter Presidents. Please join us in recognizing the many contributions of our Life Members to the LA Chapter and the benefits community as a whole.

**Donald Absey** joined the LA Chapter in 1966. He has worked on numerous committees throughout the years. Don served as President in 1994-95. Don is a Senior Consultant at The Kagen Company in Sherman Oaks. He is an Enrolled Actuary and a Member of the American Academy of Actuaries. His areas of expertise include plan design, implementation, and administration of defined benefit and defined contribution plans, including 401(k), ESOPs, 403(b), and 457 plans. He demystifies retirement plans in employee enrollment presentations. He also designs deferred compensation plans for executives and conducts special benefit studies and projections. Previously, Don was owner and principal of National Associates. He managed the Los Angeles office for Howard Johnson and the Retirement Department at Alexander & Alexander. Don is a Reserve Police Officer in South Pasadena, having joined the force in 1995. Flying is his passion. His favorite plane to fly is called the Pitts, a homebuilt kit airplane which is a bi-wing barnstormer, which Don says is great for aerobatic flying.

**Linda Boyd Griffey, Esq.**, has been an active member since joining Western Pension in 1984. She has chaired many committees. Since serving as President in 1998-99, Linda continued as an active member of the Chapter's Steering Committee. This past year Linda was the

Membership Chairperson. Linda is a partner at O'Melveny & Myers, LLP. She is active in the areas of employee benefits and executive compensation, and serves as co-chair of the firm's Executive Compensation Group. Linda represents employers in the design, implementation and administration of profit sharing, pension and welfare plans. She also advises employers, compensation committees and individual executives with respect to executive cash and equity compensation arrangements, including stock options, employment agreements, golden parachutes, severance arrangements, incentive programs and nonqualified deferred compensation plans. Her practice also includes advising clients on benefits and compensation issues in connection with IPOs, mergers, acquisitions, and dispositions.

Linda's many professional memberships include the Taxation Sections of American Bar Association; California State Bar and Los Angeles County Bar Association; ABA Tax Section Committee on Employee Benefits; and the American Law Institute. In her leadership positions, Linda has served as Chair of Los Angeles County Bar Employee Benefits Committee and past President, Los Angeles Duke Bar Association (her Alma Mater), and the Los Angeles Rotary Chapter. She is also an author and lecturer for the American Bar Association; USC Tax Institute; Prentice Hall Law & Business Seminar; Practising Law Institute; and many others.

In her off-hours, you can find Linda and her husband Jay on the golf course at either LaQuinta or Wilshire Country Club. She is currently on the Board for the Pasadena Playhouse, and just completed six years on the Board for the Hillside Home for Children. When she comes home, there are two westie terriers waiting for her and her husband.



*continued on page 4*

## THE L.A. CHAPTER NAMES FOUR LIFE MEMBERS

*continued from page 3*

**Robert W. Ridley, Esq.**, joined the L.A. Chapter of WPBC in 1963 after passing the California Bar. He has been an active member in WPBC since joining. Bob began attending the second Annual Meeting in 1963 in Santa Barbara. When the LA Chapter hosted the Eighth Annual Meeting in Las Vegas in 1968, Bob was our Chairperson. He then went on to serve as the Chapter President in 1971-72. To this day, he continues to support the Chapter's activities. Bob is a partner in the Los Angeles law firm of Farmer & Ridley LLP. His many memberships include the Los Angeles County Bar Association, the California Bar, the Association of Private Pension and Welfare Plans, the International Foundation of Employee Benefit Plans and other employee benefit organizations.

Bob has spoken at a large number of programs and seminars, including the University of Southern California Tax Institute, the American Law Institute-American Bar Association Lecture series, the California Continuing Education of the Bar Program, the University of California's course on Employee Benefit Plans, the Hawaii Tax Institute, the Southern Federal Tax Institute, the International Foundation of Employee Benefit Plans, and the Heart of America Tax Institute. He is a former Advisory Director of the International Foundation Counsel.

In addition to his activities in the benefits arena, Bob attended the Los Angeles Police Academy in 1971 and was sworn in as a Reserve Police Officer with the City of South Pasadena - an avocation he continues to this day. "My involvement with the PD has been the source of experiences and stories enough to last a lifetime and I have no intention of retiring in the foreseeable future. My other addictions include riding on anything with flanged wheels that moves on steel rails and performing magic for anyone who will tolerate me." Bob is also a magician and is a member of the Magic Castle.

**Roland G. Simpson, Esq.**, has been a member of the Los Angeles Chapter of the Western Pension and Benefits Conference since 1978, serving as President of the Los Angeles Chapter and Chair

of the Joint Council of Presidents of the Conference in 1989-90. When you attend an LA Chapter meeting one of the first people who will introduce himself is Roland. He is the "unofficial welcoming committee" of the LA Chapter, always ready with a joke and sharp commentary. During football season, conversation inevitably turns to his beloved Fighting Irish from Notre Dame, his alma mater.

Roland has over 25 years of experience in the areas of employee benefits, executive compensation and fiduciary responsibility law. His practice concentrates on the design, analysis and administration of qualified retirement plans, non-qualified deferred and equity based compensation plans, severance pay, medical, and disability plans; the benefits aspects of corporate mergers and acquisitions; mergers of employee benefit plans; executive compensation and employment agreements; and benefits-related tax counseling.

Roland has been admitted to the State Bar of California, the United States Tax Court, the United States District Courts for the Central and Eastern Districts of California and the Supreme Court of the United States. He is also a member of the International Foundation of Employee Benefit Plans. Roland has been an author and lecturer in the areas of his expertise for programs sponsored by the American Law Institute-American Bar Association, the Practising Law Institute, the USC Institute on Federal Taxation, the International Foundation of Employee Benefit Plans, the Society of Certified Employee Benefits Plan Specialists, the Institute for Business Law, the California Bankers Association Bank Counsel Seminar, and the Taxation Sections of the State Bar of California, Los Angeles County, and Beverly Hills Bar Associations. He has been an Adjunct Professor at Golden Gate University's Graduate School of Taxation from 1982, teaching on qualified retirement plans, taxation of executive compensation, retirement plan distribution planning and the income taxation of trusts and estates.

## MEET THE NEW STEERING COMMITTEE

**Bruce Baldwin, President:** Bruce is special counsel at Steptoe & Johnson, LLP. His practice is concentrated on employee benefits and taxation, with special emphasis on ERISA-based employee pension and welfare benefit plans, and nonqualified executive compensation agreements. He has extensive experience in advising employers and plan sponsors on benefits-related issues in mergers and acquisitions, fiduciary obligations, and plan administration policy and compliance issues. He has designed and administered qualified domestic relations order (QDRO) administration services (including model QDRO design and administrative guidelines) for several Fortune 500 companies.

Bruce is a frequent public speaker who has addressed the Sacramento Annual CPA's Estate Tax Seminar, the Los Angeles County Bar Taxation Committee, the Los Angeles Certified Employee Benefit Specialist Chapter, and the Annual Meeting of the California Bar. Bruce is also an active member and participant in the annual Pasadena Tournament of Roses Parade.

**Kurt Hallock, President Elect:** Kurt is Assistant General Counsel of Computer Sciences Corporation ("CSC"), and is responsible for ERISA and benefits plans matters for CSC, its subsidiaries and its joint ventures. CSC is one of the world's leading information technology service companies, with revenues over \$11 billion, and approximately 90,000 employees. He provides legal advice to CSC and to its plans' fiduciaries, in connection with CSC's numerous pension and welfare plan arrangements, including non-qualified deferred compensation plans. He also manages and serves as liaison to outside legal counsel on benefits issues. His activities encompass the full scope of legal matters relating to CSC's benefit plans, from drafting warranties and covenants in connection with outsourcing transactions and mergers and acquisitions, to providing legal support on plan administration matters, including reporting and disclosure requirements.

**Mark Davis, Treasurer:** Mark is principal of Mark A. Davis Consulting, Inc., is a Registered Investment Advisor working with more than \$250,000,000 in qualified retirement plans. Mark also serves as broker on numerous other, generally smaller, retirement programs. In addition to helping Plan Sponsors and Retirement Committees to fulfill their fiduciary obligations with confidence, Davis Consulting conducts investment education seminars for participants and produces internet-based investment education programming for other retirement services vendors. Mark is also a frequent speaker at regional and national conferences on retirement investment and educational issues. Mark was Co-Chair of the ASPA 401(k) Sales Summit held in 2003 in Scottsdale, AZ and is also President-Elect of the Ventura County, CA Chapter of the National Human Resources Association.

**Ellen Yeany, Secretary:** Ellen is a Vice President and Compliance Manager at Wells Fargo Bank. She assists with compliance issues on both existing and prospective clients. She has over 20 years of experience in benefit and trust administration on qualified and non-qualified plans. Prior to Wells Fargo, she was a consultant with Towers Perrin working with Fortune 500 Companies on outsourcing benefit administration. Her experience also includes trust administration at two other California banks within their employee benefit groups.

**Deborah Rochelle, Past President:** Deborah retired at the end of April as Vice President and State Business Manager for Wells Fargo's Los Angeles office of the Institutional Trust Group. Deborah has more than 26 years of experience in retirement and employee benefit administration, consulting and trust. Prior to joining Wells Fargo Bank in April 2001, Deborah was a senior consultant and account manager with Watson Wyatt. During her 12 year tenure with Watson Wyatt, Deborah was a founding member of Watson Wyatt's national merger and acquisition task force where she lead multi-disciplinary teams in the US benefits area.

*continued on page 6*

## MEET THE NEW STEERING COMMITTEE

*Continued from page 5*

**Leslie Andersen, Director at Large**, Membership Co-Chair: Leslie Andersen is a Retirement Consultant specializing in defined contribution plans located in Watson Wyatt's Los Angeles office. Leslie currently is responsible for implementing some defined contribution consulting initiatives nationally. She has been involved in multiple retirement projects, including vendor search and selection, vendor benchmarking, vendor service and fee renegotiations, total retirement redesign, on-site client management, merger and acquisition due diligence, compliance reviews/audits, and enterprise wide plan integration. Leslie has over nine years of experience in the industry and has been with Watson Wyatt for over seven years.

**Mark Hess, Director at Large**: Mark is a tax attorney and a partner in the Los Angeles office of Jeffer, Mangels, Butler and Marmaro, a full-service commercial law firm comprising over 150 attorneys in its Los Angeles and San Francisco offices. Mark has been in private practice for more than 20 years emphasizing his practice in the employee benefit arena.

**Harold Loeb, Director at Large**: Harold is a Principal and Consulting Actuary at Buck Consultants in the Los Angeles office. Harold has more than 35 years' experience in employee benefit consulting. His expertise includes actuarial and defined contribution plan consulting, executive benefit issues, postretirement medical plan design, and preretirement planning. Harold joined Buck in 1992 after serving as senior vice president and manager of the Los Angeles office of Hay/Huggins Co. He also served as an actuary at The Wyatt Company.

**Lori Meaders, Director at Large**: Lori is a Senior Attorney at Southern California Edison Company and advises the company and its many subsidiaries on ERISA and other benefit related issues. Prior to joining Edison, Lori was counsel at the Walt Disney Company. She also was an attorney in the ERISA practice group at Pillsbury Madison & Sutro. Lori was President of the LA

Chapter in 1999-2000 and continues to assist in the Chapter with her wealth of experience.

**Michael T. Anderson, Newsletter Co-Chair**: Mike has more than twelve years experience in retirement plan administration, corporate finance, securities management and brokerage. Prior to becoming Director of Retirement Services for S.L. Reed & Company, he was a Senior Finance & Investment Analyst for Bergen Brunswig Corporation, a Fortune 500 Company, where he managed the investment and administration of the \$165 million, 5,000 employee, qualified retirement plans. Additionally he was involved in managing the firm's \$200 million corporate cash portfolio, \$300 million credit facility, and was the lead analyst for the firm's corporate finance staff. Prior to joining Bergen Brunswig, Mike worked at Huntington Advisors, a mutual Fund manager as a portfolio manager associate and an operation and marketing administrator.

**Bart E. Ballinger, Sponsorship**: Bart is Vice President of National Accounts Sales for Wells Fargo Institutional Investments Group In Southern California. He started in the Benefits Business as a Group Representative distributing both group Life & Health Plans to corporations. He has over 18 years of experience in the Pension & Benefits arena. Bart has worked for Insurance Companies, Mutual Fund Companies and a Bank over that time, focusing on both Qualified and Non-qualified Pension Plans and Investments.

**Summer Conley, Newsletter Chair**: Summer is an attorney in O'Melveny & Myers Lip's Tax Department in Los Angeles office. Her practice covers a variety of employee benefits areas, including health and welfare issues such as HIPAA, COBRA, and Section 125. Summer has experience drafting plan documents, summary plan descriptions, and employee communications as well as advising clients regarding establishing, changing, and terminating benefit programs. Summer has assisted many clients in their compliance with the HIPAA privacy rules.

*continued on page 7*

## MEET THE NEW STEERING COMMITTEE

*continued from page 6*

**Denise Feldman, Newsletter Co-Chair:** Denise is the President of California Healthcare Consulting, Inc. (CHCI) based in Los Angeles, CA. CHCI provides strategic healthcare consulting to employer groups. Prior to forming CHCI, Ms. Feldman was a Director in the Health & Welfare practice at PricewaterhouseCoopers. She has over 16 years of experience in the health care industry including managed care organizations, e-health and pharmaceuticals.

**Gary Gausman, Program Co-Chair:** Gary is a consultant in the Los Angeles office of Watson Wyatt Worldwide and has 20 years of varied human capital consulting experience. Gary is involved in many aspects of the actuarial consulting practice including retirement plan design and administration. Gary has experience in presenting to employee groups, board committees and industry groups on retirement and other human capital and employee benefit-related issues.

**Mitchell A. Haber, Seminars on Demand:** Mitch is a Regional Sales Manager for MassMutual Retirement Services. He is responsible for the full-service defined contribution/401(k), defined benefit, non-qualified and TPA sales operations in Southern California, Hawaii, Arizona and New Mexico. Originally from Pittsburgh, Mitch joined CIGNA Retirement and Investment Services in 1989 and his last position was Vice President of Sales.

**R. Scott Harrison, Webmaster:** Scott is a Regional Pension Consultant with American United Life. He consults on the design and implementation of Qualified Retirement Plans. His focus is 401(k), Profit Sharing, Money Purchase, 403(b) and 457 plans. He has 11 years experience in this field, holds various professional certifications.

**Lydia Kenewell, Significant Issues:** Lydia formed K&W Benefit Consultants, Inc. in 1992 to provide management consulting to plan and trust fiduciaries and service providers. K&W specializes in ERISA compliance-related project

management and product implementation. Lydia has practiced in the employee benefits field since 1974. As Vice president and manager at Union Bank (1985-1990), she expanded recordkeeping services and implemented daily valuation recordkeeping services. Lydia also served as Director of Contracts and Sales for the Group Pension Department of Prudential Insurance Company.

**Susana Ryan, Membership Co-Chair:** With over 20 years of Institutional Trust experience, Susana Ryan has been a member of Wells Fargo Bank's Institutional Investments Group for over 14 years. Currently she is Vice President and Regional Sales Representative. Prior to joining the sales group, Ms. Ryan directed the Los Angeles Regional Institutional Trust Group of 23 professionals in Los Angeles servicing ERISA qualified and non-qualified Institutional Trust accounts. Ryan came to Wells Fargo from Bank of America where her background included four years in the Employee Benefit Trust Department and one year in Personal Trust. She previously worked in the insurance industry, where she spent several years in sales and three years training a sales force in business and financial planning.

**Marisela Smith, Program Chair:** Marisela is the Vice President of Human Resources at CB Richard Ellis. Marisela oversees the Benefit function for CB Richard Ellis, the world's largest real estate services provider. Her role encompasses the management and administration of the Health and Welfare and Retirement programs. Prior to accepting the Vice President position, Ms. Smith served as the Director of Employee and Pension Benefits for UniHealth, a company of 10,000 employees. She has worked for some very large companies such as the Dial Corp and Reliant and brings a total of 20 years of benefits experience.

## MEET THE NEW STEERING COMMITTEE

continued from page 7

**Nick Waddles, Spring Seminar Chair:** Nick Waddles is an associate with the law firm of Reish Luftman McDaniel & Reicher specializing in the area of employee benefits law. He is a member of the State Bar of California and the State Bar of Michigan. Nick's practice focuses on advising employers, third party administrators, actuaries, investment professionals and other pension plan service providers in all aspects of employee benefit issues, including representing plans and plan sponsors in controversies before the IRS and the Department of Labor, negotiating the resolution of plan qualification issues through IRS and DOL remedial programs, advising and defending plan fiduciaries on their obligations and liabilities under ERISA and structuring qualified plans and non-qualified deferred compensation arrangements for company executives.

**Elyse Weise, Accreditation Chair:** Elyse is an experienced attorney and Employee Benefits Consultant with more than 15 years of extensive management, organizational, analytical and project management skills. She has substantial and practical hands-on expertise working with qualified and non-qualified employee benefit plans and issues involving plan documentation, business management, investment management and ERISA compliance. Elyse's prior experience was a Vice President and Managing Director at Wells Fargo Bank.

### It's easy to place your ad in the WP&BC News

Only \$75 gets your "Career Opportunities" ad of 25 words or less circulated to over 700 employee benefit professionals in the greater Los Angeles area. For \$150, an ad of 26-50 words will be printed.

Ads are accepted only for positions available, not for applicants seeking employment. Please send your check along with the ad copy to the Western Pension & Benefits Conference office: WP&BC • 1804 W. Burbank Blvd. • Burbank, CA 91506 phone: 818.846.1129 fax: 818.843.7423

## L.A. COUNTY BAR ANNOUNCES LYNN BETH WITT AWARD

The Tax Section of the LA County Bar Association announced the creation of a scholarship award to honor the memory of Lynn Beth Witte, Esq., who passed away suddenly in December 2002. The Lynn B. Witte LACBA Tax Section Memorial Award for Excellence in Taxation in the amount of \$500 will be given on an annual basis by the LACBA Tax Section to the top LL.M. graduate of Loyola Law School. The Section made a commitment of three years to Loyola, but plans to make the award on an annual basis indefinitely.

The Lynn B. Witte Award was announced as the Outgoing Chair's gift portion of this year's Dana Latham lunch. The Outgoing Chair's gift was accepted on Lynn's behalf by Ellen April, Director of the Tax LL.M. Program at Loyola Law School, and Patti Kinaga, Lynn's partner at Seyfarth Shaw. Anyone interested in donating to ensure that that the endowment of the Lynn B. Witte Award remains constant may contact Ellen April at Loyola Law School, (213) 736-1000. We urge everyone to donate in memory of one of the L.A. Chapter's most admired members.

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## SPRING SEMINAR SURVIVING THE GREAT BENEFIT REEF

The LA Chapter's annual Spring Seminar was held on April 8 at the Omni Hotel in Los Angeles. Consistent with the television show "Survivor" theme, attendees chose breakout sessions from three distinct interest areas called "paths" during the day.

### Path 1: Benefit Plan Governance

Nick Waddles, from Reish, Luftman, McDaniel & Reicher, armed attendees to survive hidden traps of **Fiduciary Responsibilities** in the benefits reef.

Megan Metzger and Gregory Lawler from Mercer Human Resources Consulting helped attendees navigate the rocky waters of **Executive Compensation Programs**. Leslie Andersen, Joanne Arneal and Dave Ronald, Watson Wyatt Worldwide, taught us to ride of surf of **Plan Compliance and Administration** to ensure that you land on the beach safely. Stuart Hack and Murray McBride, Sunlin Consulting, discussed building an investment program in **Investment Governance Issues and Solutions**.

### Path 2: Retirement Plans

Attendees venturing into the bay of **Plan Conversions** focused on the new rules since Sarbanes-Oxley passed with Christine Carolan and Linda Carlton from T. Rowe Price. Exploration of participant life on the reef in **Participant Behavior and Market Volatility** was led by Professor Shlomo Berartzi. An enlightening discussion ensued on participants' reactions to the ebb and flow of investment tides. Jeff Miller and Linda Wauson, Watson Wyatt Worldwide, shared pointers on **Cost Control and Vendor Management**. How to avoid pitfalls was discussed by Mark Walton, Executive Benefits Group and Bob Nienaber, Principal Financial Group in **Non-qualified Incentive Plans After Enron and Sarbanes-Oxly**.

### Path 3: Health & Welfare

Health Plan **Cost Control and Management** was the challenge discussed by Ronald Mason, Towers Perrin and Gina Matter, R.PH. The whirlpool of **Integrated Disability Management** was demystified by Scott Grenn, Matrix Absence Management, Inc, and J. Edward Quinlan, Quinlan Disability Consultants. Mark Mathis from Marsh explained how **Health and Productivity Management** are intertwined. The cavern of **Retiree Medical Plans** was navigated by Mike Schionning from Buck Consultants.

Lunch was a welcome change of pace with motivational speaker **Kevin Elko** challenging everyone to examine their priorities in business and life.

The day was informative and entertaining. We would like to thank our sponsors for their continued support and participation. Gold Sponsors: ManuLife Financial, Pioneer Investments, Reish, Luftman, McDaniel & Reicher, and T. Rowe Price Associates. Silver Sponsor: Wells Fargo Institutional Trust Group. Bronze Sponsors: AUL Retirement Services, Diversified Investments, Fidelity Investments, Mark A. Davis Consulting, Steptoe & Johnson, LLP, Watson Wyatt Worldwide. Registration packets were provided by: Marsh, Principal Financial Group, Steptoe & Johnson, LLP, and Wells Fargo Institutional Trust Group.

# WP & BC NEWS

## UPCOMING EVENTS

### MEETINGS

*All meetings are held at the  
Omni Los Angeles Hotel  
unless otherwise noted*

September 9, 2003  
Dinner Meeting

October 14, 2003  
Dinner Meeting

November 11, 2003  
Dinner Meeting

January 13, 2004  
Dinner Meeting

February 10, 2004  
Dinner Meeting

March 9, 2004  
Dinner Meeting

April 2004 (tentative)  
Spring Seminar

May 18, 2004  
Dinner Meeting

## NEW FACES

**Summer Conley**  
O'Melveny & Myers LLP

**Debra Davis**  
Reish Luftman McDaniel &  
Reicher

**David W. McKinnie III**  
McKinnie Consulting, Inc.

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## 2003/2004 Steering Committee

### Officers

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**Harold Loeb**  
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**Lori Meaders**  
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**Nick Waddles**  
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**Bart Ballinger**  
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