



INTEGRATED
BENEFITS
INSTITUTE

28TH ANNUAL

HEALTH AND PRODUCTIVITY FORUM

Unlock the Full Value of Your Workforce

AUSTIN, TX | SEPTEMBER 30 - OCTOBER 2, 2026

FORUM AGENDA

www.ibiweb.org



PRE-CONFERENCE WORKSHOP

Wednesday September 30th

2:00-4:00 p.m. CT

What Do Employers Need and Want to Know? Rethinking Health Economics and Evidence Generation

What data do employers need to best inform benefit strategies? What evidence will provide the edge to support a high-performing workforce? This session will explore evidence generation through presentation and discussion with the audience around new considerations for an expanded view of health economics tied to research. This expanded view aims to integrate traditional cost metrics into the full range of outcomes relevant to patients, families, caregivers, as well as payers, clinicians, and purchasers. Facilitated by PCORI, this workshop will provide participants with an opportunity to inform guidance to the research field on those outcomes that matter most to employers.

Greg Martin, Chief Officer Engagement, **PCORI**
Casey Quinn, Senior Advisor, PCBEOs, **PCORI**
Karen van Caulil, President and CEO, **Florida Alliance for Healthcare Value**
Cindy Perry, Sr. Managing Director, **National Benefits, PWC**



Early Registration & Welcome Reception

Wednesday September 30th

4:00-5:30 p.m. CT

Zanzibar, Rooftop Deck

Join us for an evening of cocktails and hors d'oeuvres! Arrive early to collect your conference materials and take the opportunity to network with fellow attendees and vendors.



Conference Events

Thursday October 1st



Fun Run around Lady Bird

6:30 - 7:00 a.m. CT



Networking Breakfast

7:30 - 8:30 a.m. CT



Conference Registration

7:30 - 5:00 p.m. CT



Offsite reception at Bangers

6:00 - 8:00 p.m. CT



Redesigning Absence & Leave: A GEICO Case Study in Modern Workforce Support

Managing absence, disability, and leave programs has become increasingly complex as employers balance compliance, employee experience, operational efficiency, and evolving workforce expectations. In this session, benefit professionals will hear directly from GEICO on how the organization reimagined and redesigned its Absence and Leave programs to better support employees and business outcomes.

Yasmin Vann - Senior Director Health and Wellness, **GEICO**
Erica Vanni - FVP Benefits Consulting Lead, **ABC/Alliant**



One Workforce, Five Generations, Growing Leave Complexity

Today's workforce spans five generations, and each one is showing up to leave and accommodations with different needs, different comfort levels, and different expectations of their employer. AbsenceSoft's 2026 data shows that Gen Z employees cite mental health and neurodiversity as their top reasons for both leave and accommodations requests, while Boomers are primarily managing illness, injury recovery, and chronic conditions. Gen X is carrying the heaviest caregiving burden, with caregiving and medical procedures topping their leave reasons simultaneously.

Seth Turner - Founder and Senior Advisor, **AbsenceSoft**



The Case for a Preventive Health System

Prevention has a time problem, which is driving our well-documented engagement problem — leaving companies and health plans in a virtually impossible situation to impact prevention in any meaningful way. This session will discuss the need for a 'preventive health system' and review strategic research identifying the key reasons for the lack of participation and engagement. Additionally, in the session, we will help define a strategy to overcome these challenges.

Carl Noble - CEO, **PathFinder Health**
Mike Malouf, EVP - Managing Director, **Alliant**
Sera-Leigh Ghouralal, PhD - Director of Research, **Integrated Benefits Institute**



How Leading Employers Are Modernizing Benefits with Data and AI

Reactive sick care is no longer the only option. As AI, digital health, and consumer expectations reshape healthcare, leading employers are innovating benefits to empower employees to take a more data-driven approach to their health. Join Total Rewards leaders from Q2 and Invited to discuss how they're evaluating next-generation health benefits and adapting to changing workforce expectations. Learn why emerging insights—like signs of metabolic dysfunction in 65%+ of members and elevated cardiovascular risk in 54%—are changing how innovative employers think about prevention, engagement, and benefits strategy.

Ashley McGimsey, SVP, Total Rewards and HRIS, **Invited Clubs**

Michael Quincey, VP, Total Rewards, HR Technology & People Analytics, **Q2**

Brock Anderson, Head of Population Health Strategy, **Function Health**



Q2



Bridging the Gap: Aligning Employer and Payer Perspectives on Productivity Measurement for Healthcare

While employee ill-health imposes substantial economic burdens, the integration of productivity metrics—such as absenteeism, presenteeism, and unpaid labor—into healthcare decision-making remains inconsistent. Current health technology assessments (HTA) often underestimate these impacts, leading to undervaluation of interventions. During this session, we will explore the discordance between employer and payer use of productivity data in drug formulary and benefit design and identify stakeholder-driven priorities for improving the measurement and valuation of lost productivity.

Tommy Majda PharmD, MS, Health Economist, **Genentech**



Avoiding the Hidden Cost of Fragmentation: The Power of Integrated Health Care and Workers Comp

Employers often manage workers compensation, health benefits, and disability as separate systems each with its own vendors, data, incentives, and care pathways. While this structure may feel familiar, it frequently creates fragmentation that shows up in delayed recovery, inconsistent employee experiences, higher absence, and avoidable cost. This panel session will spotlight an employer case study that illustrates what it looks like when work-related and nonwork related care are connected under one system of care. The discussion will explore how alignment across occupational health, primary care, and specialty services can reduce friction, improve coordination, and support more effective return to work outcomes.

TBD



How One Employer Built a Weight Management Strategy That Meets Employees Where They Are

GLP-1 medications are rapidly reshaping obesity care, but many benefit strategies overlook how employees are actually using these drugs, where they work, and where they fall short. This session will explore utilization habits, mindsets, and gaps in obesity care and explain how Baylor Scott and White Health built and implemented an integrated weight management benefit designed to wrap clinical oversight, behavioral science, and personalized support around the employee. Attendees will leave with a framework for building an employer weight management strategy that goes beyond the prescription.

Tina Bogan, VP of Benefits & Wellness, **Baylor Scott & White Health**
Casey Hughes, Director of Behavioral Science, **Baylor Scott & White Health**



Leave as Retention: Designing Leave and Disability Benefits Employees Trust and Use

Leave and disability programs are often treated as compliance requirements or cost centers-yet employees experience them as defining moments that shape loyalty. This session reframes leave and disability as part of the talent lifecycle, outlining how to support employees before leave, during absence, and through return. We'll share practical pre-leave planning practices- communication, role coverage, benefit navigation, and expectations-setting, plus reintegration strategies that reduce turnover risk, especially in the first 30-90 days back. We'll address normalizing leave without stigma through manager language, privacy protection, and easy-to-use policies. Metrics and dashboards will demonstrate ROI-post-leave retention, duration, and recurrence trends, experience scores, manager responsiveness, and time-to-full-duty.

Anna Marie Estatico, Benefits Manager, **Danone North America**
Jennifer Skeeters, Center of Excellence Leader, **MMA- Absence, Disability, and Life**
Sarah Tarnowski, Senior Consultant, **MMA- Absence, Disability and Life**



Using Data to Combat Intermittent Leave Irregularities

Intermittent Leave under FMLA is one of the most challenging leave types for employers. Adding to the complexity is dealing with providers who advertise FMLA certifications in 15 minutes. While employers may consider this fraud, it can often be hard to determine. Using data to determine when it comes to provider submissions can help employers narrow and identify providers who may be completing FMLA paperwork with similarities and/or anomalies. This session is applicable to every employer who has to deal with intermittent leave.

Josh Hobson, General Manager, Leaves and Disability, **Delta Air Lines**
David Setzkorn, SVP Compliance and Practice Leader, **Sedgwick**
Charlie Woosley IV, SVP IT Business Intelligence & Analytics, **Sedgwick**



Beyond GLP-1s: Building a Sustainable Weight-Loss Strategy Employers Can Actually Manage

This session will explore how employers can think beyond medication alone and build a broader strategy around GLP-1 readiness, adherence, lifestyle change, continuation, and off-ramping. The discussion will cover identifying good candidates for GLP-1 therapy, supporting employees while they are on medication, and preventing weight regain when they stop. The employer takeaway: GLP-1s are powerful, but sustainable outcomes require behavior change, metabolic visibility, and long-term support.

Richard Yax, VP of Enterprise Solutions, **Signos**
Colin Rogers, VP of Healthcare, **Signos**
Dr. Christine Hale, Chief Medical Officer, **Arthur J. Gallagher**



SIGNOS



GALLAGHER

Women at Work: Actionable Strategies to Support Workplace Well-Being

Although women make up about 57% of the US workforce, they also spend nearly twice as much time as men caring for children or other household responsibilities. In addition, there are unique health and lifecycle realities impacting women's overall well-being. What impact are these influences having on your organization, and what should you do about it? Presenters will share insights and practical tips to create more holistic support around women's health and well-being for this critical and large segment of the workforce.

Barbara Aloni, Director, Workplace Possibilities, **The Standard**
Debra Villar, Manager Disability Management Resources, **The Standard**



Integrated Data, Smarter Decisions: Honeywell & Truven on KPI-Driven Benefit Management

Hear how Honeywell leverages integrated data to drive benefit program management, measurement, and performance. Honeywell will share its high-level strategy and how it has deployed a fully integrated, holistic KPI dashboard to drive decision-making. Truven will share how it supports Honeywell and other employers by integrating health and productivity data into a well-defined, data-driven strategy.

Jenna Andras, Director of Benefits, **Honeywell International Inc.**
Tom Sondergeld, Senior Director, Analysis, Research & Solutions, **Truven by Merative**



Panel Discussion: Pros & Cons of Outsource, Insource and Co-Source of Leave Administration

Tim O'Connor, Marsh McLennan, **Ally Kambach**, Prudential, **David Setzkorn**, Sedgwick **Allison Morgan**, FINEOS



Prudential

sedgwick



The Precision of Proactive Intervention: Targeted Health Strategies for MGM

The most sophisticated analytics and boldest strategic plans succeed when they result in behavior change. This session will demonstrate how MGM Borgata transformed workforce health from a cost center into a value driver by bridging the gap between data insights and member action. By shifting from reactive advocacy to proactive, n=1 guidance via Well’s engagement system, MGM ensures their benefit design actually drives the intended health and financial outcomes. We will demonstrate how AI-native longitudinal data allows employers to transcend retrospective claims analysis, moving toward a predictive 'precision intervention' model that stabilizes both population health and total cost of care.

Renya Spak, Chief Growth Officer, **Well**
Heather Hatchett, Senior Manager, Well-being Benefits, **MGM Resorts International**



Making Effective Workforce Decisions with Comprehensive Integrated Data

Employers are increasingly overwhelmed by point solution vendors promising measurable ROI, yet few have the tools or methodology to independently validate those claims. This session presents a real-world case study demonstrating how one employer leveraged a fully integrated data warehouse to conduct rigorous, independent program evaluations across multiple workforce outcomes. Using matched comparisons and pre-post methodologies, we examined the impact of health and wellness programs on musculoskeletal outcomes, cardiometabolic outcomes, as well as group health utilization, disability, and total loss time — moving beyond siloed vendor reporting to a comprehensive view of workforce health impact.

Jennie Wheeler, AVP of Integrated Analytics, **WorkPartners**
Lori Skewes, Director of Benefits, **Schwan’s Shared Services, LLC**



Should I stay or should I go now? A Guide to Navigating Changes in Your Disability and Leave Vendor

Employers are increasingly overwhelmed by point solution vendors promising measurable ROI, yet few have the tools or methodology to independently validate those claims. This session presents a real-world case study demonstrating how one employer leveraged a fully integrated data warehouse to conduct rigorous, independent program evaluations across multiple workforce outcomes. Using matched comparisons and pre-post methodologies, we examined the impact of health and wellness programs on musculoskeletal outcomes, cardiometabolic outcomes, as well as group health utilization, disability, and total loss time — moving beyond siloed vendor reporting to a comprehensive view of workforce health impact.

Kate Derby, West Practice Region Lead, **WTW**
Kym Duncan, Total Rewards Leader, **Expedia**
Joe Guagno, VP of Business Development, **Sedgwick**
Julie Allen, VP, National Account Sales, **New York Life**



Hotel Information

Austin Marriott Downtown
304 E Cesar Chavez St,
Austin, TX 78701

[Book your accommodations through this link](#)

This room block closes on 9/4/26. All Forum attendees can book at the IBI group rate.

<https://www.ibiweb.org/ibi-health-and-productivity-forum/>

Integrated Benefits Institute

IBI is the leading research and analytics-driven member association focused on employee health, well-being, and productivity. Health and productivity professionals from multiple industries join the not-for-profit IBI community to access independent research, leave and disability benchmarks, analytical tools, data resources, and educational and networking opportunities to strategically invest in the health of their workforces and maximize the productivity and performance of their businesses.

Our members are able to leverage the following:

Research

Stay updated on the latest research and resources to assess the impact of well-being on employee productivity and make informed decisions about workforce health investments.

Data Resources

Benchmark against other companies with access to the nation's largest leave/disability database, leveraging over 8 million claims from over 1,300 industry groups.

Tools

Leverage IBI's proprietary analytical tools to assess the value and impact of your health and productivity strategies.

Networking and Educational Events

Exchange ideas and solutions with IBI's employer and supplier members and connect with employer benefits decision-makers at our nationally recognized annual forum, regional events, and online platforms.

Learn more about our tools, research, and analysis here.

www.ibiweb.org

