# Health Care 101

## Meeting Agenda

**Tuesday August 25, 2020 – Part I**

1:00 – 1:45 PM  **Welcome & Introductions**  
We want to know how you arrived at your role and what you hope to learn from Health Care 101.

1:45 – 2:30 PM  **The US Health Care System: How did we get here and where are we now?**  
About 58% of working-age Americans get health coverage through their employers. This session provides an overview of how employer-sponsored coverage became (and remains) the largest single form of health coverage in the US and how that coverage fits within the larger health care ecosystem. We’ll also discuss the practical and strategic reasons why employers continue to provide coverage despite rising costs.

2:30 – 3:00 PM  **Why Are Our Health Costs Always Going Up?**  
You’ll hear this question from your finance department, HR colleagues, friends, and family. The reasons for rising health costs are numerous and complex, so we asked some leaders in the field to engage in a discussion of this critical question.

**Leading up to 9/1**  
Preparing for Part 2  
In preparation for Part 2’s content and discussions, we ask attendees to do a little “homework.” Between Part 1 and 2, attendees will review their company policies and procedures on benefits compliance and share their findings with the group. We will provide a checklist to guide your review.

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**Tuesday September 1, 2020 – Part II**

1:00 – 2:00 PM  **A Primer on Health Benefits Compliance**  
Does running a health benefit plan seem overly complex? Do you have questions about health care or benefits that you’re afraid to ask? If the answer is “yes,” then you’re in good company. We’ll go over the fundamental, hard-to-ask questions about how employer-sponsored health benefits work and the legal/regulatory landscape surrounding health benefits. Attendees will share their findings about their company policies and procedures for benefits compliance.

2:00 – 3:00 PM  
Running a group health plan also involves complying with a number of state and federal laws such as ERISA, the tax code, the ACA, and state leave laws. This session will provide an overview of these rules and the resources HR professionals use when compliance questions come up.

**Leading up to 9/8**  
Preparing for Part 3  
Between Part 2 and 3, attendees will review the internal and external parties involved with providing their company health benefits and share their findings with the group. We will provide a checklist to guide your review.
**Business Group on Health | Meeting Agenda**

**Tuesday September 8, 2020 – Part III**

| 1:00 – 2:00 PM | **The Stakeholders in Health Benefits**
| | From open enrollment to the close of the plan year, maintaining a health benefits program requires the cooperation of HR, finance, legal, external consultants, vendors, and many others. In this session, we will go over the life cycle of a plan year and key pharmacy, finance, and vendor relationships that you will need to manage health benefit programs. We will also provide an overview of the different stakeholders you will need to navigate to deliver a comprehensive benefits package. Attendees will share their findings about their companies’ internal and external stakeholders.

| 2:00 – 3:00 PM | **HR, Legal, Finance and Navigating within Your Organization to Drive Change**
| | What if your company wants to change its health plan design or explore offering a new benefit? Who will be involved in those decisions, and what are the best ways for all parties to work together? In this discussion, we will explore the reasons why a company might want or need to change its health benefits and how HR professionals can plan for those changes.

Leading up to 9/15

| Preparing for Part 4
| Between Part 3 and 4, attendees will discuss within their companies and think about what their company’s health benefits may look like in the future. What would you like to see change in your company’s plan(s)? In the health care system overall? We will provide a checklist to guide your review.

**Tuesday September 15, 2020 – Part IV**

| 1:00 – 2:00 PM | **Leading Trends in Health and Welfare Benefits**
| | For much of the past 10 years, health benefits professionals have focused on ACA impacts. Recently, companies have focused on managing the health and economic crises arising from the COVID-19 pandemic. Meanwhile, they are also devoting attention to promoting value-based care, managing pharmaceutical costs, and workplace mental health programs. How will companies respond to future workforce and health care trends? How will they keep track of new health care products and solutions that come to market? In this session, we will discuss these and other emerging issues for health benefits professionals. Attendees will share their findings about their companies’ focus for the future of health benefits.

| 2:30 – 3:00 PM | **What did we learn and what’s next?**
| | We’ll go over the biggest takeaways from the inaugural Health Care 101, ways for members of your class to continue supporting each other and suggestions for future Business Group course offerings.