



P.O. Box 307
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The New York Metropolitan Area Chapter-ISCEBS

e-Newsletter November 2011

A MESSAGE FROM THE PRESIDENT...

Where did 2011 go?

I wanted to start my last "Message from the President" with a relevant and witty quote around technology and change. While scouring the internet, I could not find the one that encapsulated the changes that we as benefits professionals and members of the NY Metro Chapter are experiencing on a daily basis. So, let's reflect on what we have done as we enter into the final month of 2011.

This year has been very exciting for our chapter and I am proud of the steps that we have made to align ourselves with the goals and needs of our members.

We brought in some new and exciting speakers for our monthly education meetings and also invited back speakers that received positive feedback in the past. You may have noticed that we are now providing on-line surveys right after the meetings – this allows us to collect timely and hopefully accurate responses from our attendees. In addition, we've had some of our speakers start requesting dates for them to come back and meet with our group in 2012.

We tried something new with our Fundamentals Program this year – the Health & Welfare and

Retirement Plans sessions were held on two consecutive days as opposed to one in the spring and one in the fall. We are continuing to assess the needs of local benefit professionals to determine the best offering for all of you.

We are continuing to leverage technology wherever possible. You will notice that all documentation is now housed on our website <http://cebsnyc.org/>. Please peruse the site to familiarize yourself with the current educational offerings as well as past meetings. Past and current newsletters are also housed on the site in addition to board member contact information.

As stated before, the Board has discussed how we can help you and continue to be a relevant professional organization. Our value comes from the educational contacts in our area as well as the professional networking that we provide.

When talking to some of our members, we asked about the newsletter and if they found it useful. An overwhelming majority said that they may look at the newsletter to see who recently received a designation but did not need to review the education summaries. With that realization, we have decided to discontinue the "quarterly" newsletter. Moving forward, we will maintain all content on our website and ensure that this is a destination website that contains timely, accurate and relevant information for all chapter members.

In closing, I am excited about all of the work that was done in 2011, want to urge all members to vote for the 2012 Board by November 24th, and look forward to seeing the NY Metro Chapter members at our Annual Meeting/Holiday Recognition Party on Tuesday, December 6th.

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Stacy Isquith Donck, CEBS

HOLIDAY/RECOGNITION PARTY

Come join us for our **MEMBERS ONLY** year-end festivities as we close out 2011 at our Annual Meeting and Holiday/Recognition Party. This year the party will be held on December 6, 2011 from 6:00 p.m. until 9:00 p.m. at:



ALPHA FUSION
365 West 34th Street
(between 8th & 9th Avenues)

Please take this time to meet and network with your fellow Chapter members as we recognize them and our dedicated group of volunteers for their accomplishments, recap our activities in 2011, and share with you our plans for 2012. We will also announce the results of our election at this meeting. Ballots for the election were previously emailed under separate cover and must be cast by November 24, 2011.

VOLUNTEER OPPORTUNITIES

We are looking for volunteers to assist with many of the Chapter's activities, particularly with membership and education. We also appreciate volunteers to provide check-in assistance at our meetings. If you are interested in volunteering for any Chapter activity, please contact a board member.

PAYPAL REMINDER

The NY Metro Area Chapter now accepts payment for educational meetings via PayPal. Using PayPal allows you to pay for educational meetings using your debit or credit card. You do not need an established PayPal account to use this payment method.

Remember, you will still need to submit a registration form for the meeting you plan to attend. Registration forms may be sent to silent@att.net or faxed to 973-448-0022.

DUES REMINDER

Remember to submit your 2012 dues for ISCEBS and NY Metro Chapter membership. Membership renewal reminders were sent out in October. Payment of NY Metro Chapter dues permit a member to attend all 2012 monthly educational programs (other than our day-long fundamentals programs) at no additional cost.

NY METRO CHAPTER WEBSITE

Don't forget to regularly check out the Chapter's website. There you will find the latest information regarding upcoming educational programs, news about the Chapter, list of board members, and much more: <http://www.cebsnyc.org>

CEBS DESIGNATIONS

The CEBS program offers four highly renowned designations in the U.S. and Canada covering all aspects of benefits and compensation:

- **CEBS**—The premier designation in total compensation, considered the standard of excellence in the industry
- **GBA (Group Benefits Associate)**—a specialty designation focusing on health care and other group benefits
- **RPA (Retirement Plans Associate)**—a specialty designation focusing on all aspects of retirement plans
- **CMS (Compensation Management Specialist)**—a specialty designation that focuses on compensation and human resources

For more information, go to:
www.ifebp.org/CEBSDesignation/Overview

Success is not the key to happiness. Happiness is the key to success. If you love what you are doing, you will be successful.

— Albert Schweitzer

THIRD QUARTER 2011 RECAPS

September 14 - Wellness in the Healthcare Reform Era: Is the World Curved or Flat?

ALLEN KOSKI, Vice President at CIGNA spoke about providing healthcare in other countries. Allen reviewed the differences between international benefits and domestic (US) benefits. International benefits will have different plan designs than domestic and will need to consider country-specific variations in healthcare provision. Cultural norms or laws will often impact how plans are structured, and how services will be delivered under the plan. Goals of an international benefit plan may be different than the goals of a domestic plan. For instance, finding a few quality providers and hospitals may be more important than having a large network of providers and hospitals. Allen also discussed trends in international benefits, such as International Employee Assistance Programs and Virtual Second Opinions. The presentation concluded with a checklist of questions to ask when an employer is considering international benefits programs.

October 25 - Effects of Providing Retirement Planning Help to Plan Participants

HENRY BARTLE, member of Sales and Business Development Group at Financial Engines presented a newly released research paper on "Help" in Defined Contribution Plans. The study was conducted over a time period, which includes the past few years of market fluctuation. Investment "help" included use of target date funds, online advice or account management. The demographics of those using different types of help varied. Younger plan participants are more likely to use target date funds, while older plan participants are more likely to use managed accounts or online advice. The study showed that those who used help experienced close to 3% higher returns than those who did not use help.

CONGRATULATIONS ARE IN ORDER...

CEBS	TERESA CASCINO, CEBS Director, Human Resources	NINA CHAKRABORTY, CEBS Vice President, Claims	ANTHONY DeROSA, CEBS VP, Dreyfuss & Birke Ltd.
	JOHN FOSS, CEBS Manager of Health & Welfare	WENDY FUSHAN, CEBS Benefits Supervisor	THOMAS ISENBERG, CEBS Mutual of America Life Ins. Co.
CMS	JOHN FOSS, CMS Manager of Health & Welfare		WENDY FUSHAN, CMS Benefits Supervisor
GBA	GREGORY COLONNA, GBA Account Executive	ISABEL GOMEZ, GBA	ANTHONY HOBSON, GBA
	THOMAS ISENBERG, GBA Mutual of America Life Ins. Co.	GERMAINE JENKINS, GBA Benefits Specialist Random House Inc.	PAUL LEGGETT, GBA Director, Employee Benefits Random House Inc.
	IRA OZARIN, GBA Member, HR/IT Staff	SHIRELLE PEARSON, GBA Principal Benefits Analyst	MIKIKO YAMASHITA, GBA Meiji Yasuda America Inc.
RPA	BENJAMIN BIRNBAUM, RPA Account Representative		TERESA CASCINO, RPA Director, Human Resources