

From: Brian Owen [mailto:Brian_Owen@AJG.com]
Sent: Wednesday, December 20, 2017 1:20 PM
To: Brian Owen <Brian_Owen@AJG.com>
Cc: Sandy MacNally <Sandy_MacNally@ajg.com>
Subject: Arthur J. Gallagher - February 1st AJG Compliance Seminar - Fargo, ND

Good morning. I hope this message finds you well. **Happy Wednesday!**

If you would be so kind as to pass the information onto your Human Resource and/or Benefits Staff regarding our upcoming compliance seminar, we would greatly appreciate it. My name is Brian Owen and I am the Employee Benefits Consultant at Arthur J. Gallagher who consults with Fargo, West Fargo and Bismarck Public Schools relative to their Employee Benefit programs. As mentioned, we wanted to extend an invitation for you and your team, the opportunity to attend our upcoming seminar.

We are excited to let you know of our **AJG “Annual Compliance Seminar – Your 2018 Compliance Check-Up”** seminar being held **Fargo, North Dakota on Thursday, February 1st**. Kat Lacy-Wilson, Area VP, Compliance Counsel and Keith Friede, Area VP, Talent and Organization Development, will be presenting and will *untangle* the challenges associated with compliance issues for the upcoming year. As with other Gallagher seminars, we are attempting to have the seminar approved for two (2) recertification credit hours for both HRCI and SHRM.

Discussion Topics:

- **HCR Status and Affordability**
 - Update on the current status of ACA
 - Repeal and Replace efforts
 - Upcoming ACA deadlines – what they may mean to employers and employees
- **COBRA and Severance Interaction**
 - Navigating the path of good intentions of COBRA severance options with the reality of hurdles of insurer contracts and Medicare planning.
- **Coordination of FMLA, ADA and Worker’s Compensation**
 - Compliance Requirements
 - Benefits and Detriments
 - Regulatory Guidance on coordination
 - Practical application

Thursday, February 1st

Registration 11:00-11:30am
Seminar 11:30am-1:30pm

Lunch will be served

Location

Avalon Events Center
Roosevelt Ballroom
2525 9th Avenue South
Fargo, ND 58103

Note: [There is no cost for attending the seminar](#)

The topics that are being discussed are specifically relevant to the challenges that all Districts are dealing with on a daily basis. For example, the coordination of WC, FMLA and ADA will provide you a deeper understanding of the coordination between all three, along with practical application issues in the administration of these policies. **This will be time well spent!**

Information relative to registration is included on the attached invitation. If you would need anything else, please let me know.

Gallagher Benefit Services, Inc. (GBS) was founded in 1961 as a unit of Arthur J. Gallagher & Co. Still under the direction of the founder's family in 2017, our commitment has been *Thinking Ahead* about cost-effective ways to help our clients attract, retain, and reward the best performers in their field. In doing so, over the years, we enhanced our structure and consulting capabilities to provide clients with the highest level of **Total Compensation and Rewards Consulting** and niche expertise all while being named the most ethical company in our industry for seven straight years.

We are experts in SCHOOLS. Our clients include public, private and charter schools, as well as public entities. We have an entire specialty practice dedicated to developing best practices to meet the needs of nearly 100 local and 900 national clients in these categories, including Fargo, West Fargo and Bismarck Public Schools.

We understand Public schools have a diverse set of stakeholders and influences, including employees, school administration, school boards and your community. We are unique in focusing on your "business" and District objectives. Everything we do should align with these objectives to meet the specific to the needs of your District and stakeholders.

With the opportunities and challenges associated with developing a long-term benefit strategy, healthcare reform, financial considerations, attracting and retaining top talent, and enhancing overall employee engagement, we believe a good business partner needs to have the depth and breadth of resources to make fully informed decisions. Finding that right solution can be difficult. With Gallagher, we will help you make customized recommendations on how to best maximize both your total rewards/compensation spend as well as overall employee experience; allowing you to always strive to work toward your District's mission, vision and financial obligations. Our current North Dakota school district clients can attest to the successes we have had working with them.

Hope to see you there!
Enjoy the rest of your day!

Best Regards,

Brian K. Owen

Area Vice President, Employee Benefits
Health & Welfare Consulting



Insurance | Risk Management | Consulting

3600 American Blvd. W, Suite 500 | Bloomington, MN 55431

P: 952.356.0752 | F: 866.743.6238 | M: 612.619.3757

www.ajg.com | www.linkedin.com/pub/brian-owen/3b/13b/290

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You're Invited



Gallagher



Your 2018 Compliance Checkup

This interactive workshop will cover:

HCR Status & Affordability

Updating the current status of ACA in light of the repeal/replace efforts and a discussion of what upcoming ACA deadlines and mandates may mean to you and your employees.

COBRA and Severance Interaction

Navigating the path of good intentions of COBRA severance options with the reality hurdles of insurer contracts and Medicare planning.

Coordination of FMLA, ADA and Workers' Compensation*

Integrating the various compliance requirements, entitlements and protections of FMLA, ADA and workers' compensation when the laws apply simultaneously. This session will include regulatory guidance on coordination and practical application issues.

* This will not be an overview of basic compliance requirements under each of these three sets of laws separately.

This workshop is recommended for organizations with 50 or more employees.

Keynote Speakers



Kat Lacy-Wilson,
J.D., L.L.M.
Area Assistant Vice
President,
Compliance Counsel

Kat Lacy-Wilson has 13 years of compliance consulting experience between Gallagher and the Department of Labor. She holds a LL.M degree (Master of Laws – postgraduate law degree) in Employee Benefits.



Keith Friede
Area Vice President,
Talent & Organization
Development,
North Central Region
Practice Leader

With 12 years as a Gallagher consultant and 9 as president of A.E. Roberts Company, Keith Friede has over 20 years of experience in advising organizations on HR and benefits compliance rules and strategically-oriented risk management.

Thursday, February 1, 2018

Registration: 11:00 – 11:30 a.m.

Seminar: 11:30 a.m. – 1:30 p.m.

Lunch will be served.

Location

Avalon Events Center
Roosevelt Ballroom
2525 9th Avenue South
Fargo, ND 58103

Registration

Contact Jacky Gereaux at
952.345.2307 or
jacky_gereaux@ajg.com
or click [here](#) to register.

***This seminar is pending approval for 2 HRCI
& SHRM recertification credit hours.***

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