

OCTOBER 10, 2019 – NEW YORK, VENUE TBD

7:30 am – 8:30 am **Breakfast and Networking**

8:30 am – 8:35 am **CHAIR’S WELCOME AND OPENING REMARKS**

Bill Ryan, MBA, CAIA, SPHR
Partner
Aon

8:35 am – 8:55 am **Is This the Time to Revisit the Finish Line?**

What role do plan sponsors want to have in the retirement journey of their workforce? New research shows that plan sponsors are extending their stance to maintain participants in-plan throughout the retirement journey. Recent data from T. Rowe Price also shows that more participants are choosing to stay in-plan after retirement. The research reveals that plan sponsors now favor a suite of retirement income solutions that can meet the varying needs of their retiree population. A solutions-driven mindset requires out-of-the-box thinking regarding age, income needs and the role that preferences play in various solutions.

Lorie Latham, CFA
Global Investment Services / Senior DC Strategist
T. Rowe Price Associates

8:55 am – 9:15 am **Blue Zones are Coming! What 100-Year Life Expectancy Means for Retirement Plans**

Today there are regions of the world – including here in the U.S. – where life expectancy now exceeds 100 years of age. How should employers redesign their retirement programs to support this new demographic? Hear some of the latest research on what leading plan sponsors in the world say are the key levers to consider, what’s on plan participants’ wish lists, and innovations being developed to meet the income needs of longer-living retirees.

Brendan Curran
Managing Director, Head of U.S. Investment Strategy, D.C.
State Street Global Advisors

9:15 am – 9:35 am

What’s Old is New Again: Best Practices in Pension-like Lifetime Income Options for DC Plan Participants

The transition from saving for retirement to receiving retirement income creates an array of complex decisions for employees as they assess how to best maintain their quality of life. What is the philosophy adopted by plan sponsors in providing post-retirement tier options for employees? What are some innovative solutions available today that can meet the needs of aging baby boomers, millennials and generations to come? This session reviews best practices and strategies for effective retirement income and distribution approaches for today’s retirement plans. It brings practical insights on:

- Evaluating glide path design in your target date funds
- Optimal choices for social security deferral, annuitization, asset allocation, and more
- Factoring retiree behavior into plan design, and
- Lessons on lifetime income options from the history of 403(b) plans.

Timothy Walsh

Senior Managing Director

TIAA

9:35 am – 9:50 am

NETWORKING COFFEE BREAK

9:50 am – 10:30 am

PANEL DISCUSSION: Identifying the Optimal Retirement Income Menu for your Participants

Many plan sponsors are revisiting the investment menu to modify or introduce features that deliver retirement income solutions to their plan participants. From an investment perspective, designing options for decumulation where participants have many unique circumstances and preferences, is more challenging than for the accumulation phase when participants can be seen as more homogenous. Whether redesigning existing options or adding new products that offer stable payouts or income for life, this discussion takes a practical look at what’s available to plan sponsors today. What is the appropriate mix of asset classes and investment strategies for retirement income, particularly given the more widely accepted view that it is counter-productive to reduce equity risk as one approaches retirement? What are the key considerations that will move the needle on annuities, whether in-plan or out-of-plan?

Moderator: **Bill Ryan**, Partner, **Aon**

Panelists:

- **Brendan Curran**, Managing Director, Head of U.S. Investment Strategy, DC, **State Street Global Advisors**
- **Timothy Walsh**, Senior Managing Director, **TIAA**
- *Speaker*, **T. Rowe Price Associates**

- **Margaret Flynn**, Pension and Post-Retirement Investment Manager, **American Water Company**

10:30 am – 11:10 am **PANEL DISCUSSION: Understanding the Retirement Income Needs of Your Participants and Boosting Engagement**

As plan sponsors work to craft an optimal set of solutions for retirement income, they do so within the demographic framework of their participant population. How can plan sponsors better understand the retirement income needs of different segments of their population? As they look at the range of investments to meet those needs, what are some ways that plan sponsors are defining risk and outcomes as they solve for longevity? As employers take a holistic view on retirement security, retirement and health expenses, longevity, non-plan assets including pensions and more, are all part of the discussion. Hear some current ways that DC plans are successfully cutting through the complexity of solutions and successes and challenges in improving the uptake of retirement income options by their participants.

Moderator: **Bill Ryan**, Partner, **Aon**

Panelists:

- **Bernadette Bailey**, Director, Retirement and Financial Well-Being Benefits, The Hartford Financial Services Group
- **Denise Faggella**, Manager, US Defined Contribution Programs, GE
- **Jean Roma**, Director, US Retirement and Global Benefits, **Citigroup**
- Plan Sponsor *invited*

11:10 am – 11:30 am **KEYNOTE Q&A: Shifting the Perspective on In-Plan Annuities**

Keynote Speaker:

Hugh Penney
Senior Advisor, Benefits Planning
Yale University

Yale University's approach to introduce a better retirement income solution in its custom default TDF was guided by the same focus on investment objectives as in its core lineup. In this case, Yale selected a guaranteed annuity with lifetime income precisely as it was a better fixed-income solution for its participants, reveals Penney, who manages design and implementation of retirement and health care benefits at Yale. In this thoughtful Q&A with Aon Partner Bill Ryan, Penney offers insights into the due diligence process by the investment committee, features of the annuity product that met their objectives, fiduciary and other considerations, and reaction from Yale's 403(b) plan participants.

11:30 am – 12:00 pm **NETWORKING AND LIGHT LUNCH**

