

# CONNECT

## GLOBAL EMPLOYEE BENEFITS & WORKFORCE STRATEGIES SUMMIT

**July 21-23, 2025**

JW Marriott Dallas Arts District | Dallas, Texas

**LEARN** the latest trends and challenges in managing global total rewards.

**ENGAGE** with industry thought leaders to innovate benefits and future-proof your organization.

**CONNECT** with your peers to find out what they're doing to attract and retain global talent.

# CONNECT

## GLOBAL EMPLOYEE BENEFITS & WORKFORCE STRATEGIES SUMMIT

**July 21-23, 2025 | JW Marriott Dallas Arts District | Dallas, Texas**

CONNECT is tailor-made to help multinational employers understand key issues, trends and solutions for developing and maintaining a global total rewards strategy. Through real-life case studies, engaging sessions and networking opportunities, this premier event will provide comprehensive solutions for global employee benefits and total rewards professionals.

### Who Should Attend

CONNECT provides advanced-level education for global benefits professionals, including:

- Human resources (HR), employee benefits, total rewards and compensation professionals who work for multinational corporations
- Professionals working for global benefits consulting firms
- Individuals who have completed the International Foundation's Certificate in Global Benefits Management and are looking for the next step in global benefits education.

**Hear From  
Past Attendees!**



### Group Discounts Available

Purchase a Sponsored Attendee Table and invite your clients and colleagues to be your guests.

Table of Four: **US\$5,000** (Save US\$980)

Table of Six: **US\$7,250** (Save US\$1,720)

Table of Eight: **US\$9,500** (Save US\$2,460)

## PROGRAM AT A GLANCE

MONDAY   July 21, 2025		
5:00-7:00 p.m.	Registration and Exhibit Displays Open	Welcome Reception and Networking
TUESDAY   July 22, 2025		
7:30 a.m.-6:00 p.m.	Registration and Exhibit Displays Open	
7:30-8:30 a.m.	Continental Breakfast	
8:30-9:30 a.m.	Opening Keynote: How to Lead an Engaged Global Team	
9:30-10:15 a.m.	Global Demographic Trends and Their Impact on Total Rewards	
10:15-10:30 a.m.	Networking Break—Visit Exhibits	
10:30-11:15 a.m.	Challenges of Global Leave Management	
11:15 a.m.-12:00 noon	Creating Inclusive Benefits to Attract Gen Z Talent	
12:00 noon-1:00 p.m.	Lunch (provided)	
1:00-1:45 p.m.	Get Out the Limoncello! Adding Zest to Your Global Communication Strategy	
1:45-2:30 p.m.	Untold Challenges of Global Workforce Integration	
2:30-3:00 p.m.	Networking and Refreshments Break—Visit Exhibits	
3:00-3:45 p.m.	Beyond Borders: Navigating Global Travel Insurance	
3:45-4:30 p.m.	Expatriate Benefit Strategies for 2025 and Beyond	
4:30-6:00 p.m.	Networking Reception—Visit Exhibits	
WEDNESDAY   July 23, 2025		
7:30-8:30 a.m.	Continental Breakfast	
8:30-9:15 a.m.	Converting Global Benefits Trends Into Action	
9:15-10:00 a.m.	Future-Proofing Employee Wellness in the Age of Hybrid Work	
10:00-10:30 a.m.	Networking and Refreshments Break—Visit Exhibits	
10:30-11:15 a.m.	Connecting Continents With Comprehensive Care: Lessons From Employers	
11:15 a.m.-12:00 noon	Using Pay Transparency in Your Total Rewards Strategy	

All times are listed in Central Time (CT).

## MONDAY | JULY 21, 2025

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5:00-7:00 p.m.

### Registration and Exhibit Displays Open

5:00-7:00 p.m.

### Welcome Reception and Networking—Visit Exhibits

Drop in to enjoy cocktails and appetizers while getting to know the speakers and other attendees. We hope you can join us!

## TUESDAY | JULY 22, 2025

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

### Registration and Exhibit Displays Open

7:30-8:30 a.m.

### Continental Breakfast

8:30-9:30 a.m.

### Opening Keynote:

### How to Lead an Engaged Global Team

Is your team struggling with mental fatigue, disengagement or burnout? Just like a high-performance engine, without regular maintenance, your team can sputter, lose power or even stall completely. This session will equip you with practical strategies that foster engagement and resilience, ensuring that your team remains well tuned and high performing, even under pressure. You'll not only foster an environment where employees are more productive, but you'll also create a thriving, engaged and mentally resilient workforce.



*Speaker:*

**Beverly Beuermann-King, CSP**

*Workplace Culture and Resiliency Expert,*

*R 'n' B Consulting Corp—Work Smart Live Smart,*

*Little Britain, Ontario*

## TUESDAY | JULY 22, 2025 *(continued)*

9:30-10:15 a.m.

### Global Demographic Trends and Their Impact on Total Rewards

Global population aging, low fertility rates, longer life expectancies and shrinking labor pools are proving worse than pessimistic projections made just ten years ago. These trends will have a profound effect on the employment value proposition to be presented to workers around the world. Learn what employers need to know and do to address these challenges.

*Speaker:* **Wil Gaitan, ASA, CCP, EA, FCA, MAAA**, Global Benefits Consulting Actuary and Practice Leader, HUB International, Houston, Texas

10:15-10:30 a.m.

### Networking Break—Visit Exhibits

10:30-11:15 a.m.

### Challenges of Global Leave Management

This session will give you the insights and tools you need to navigate the complexities of managing leaves across borders while remaining compliant and culturally sensitive.

*Speaker:* **Tahmikia Autry, GBA, GPHR, PHR**, Manager, Human Resources—Global Benefits, Fluor Federal Services, Greenville, South Carolina



## TUESDAY | JULY 22, 2025 *(continued)*

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11:15 a.m.-12:00 noon

### **Creating Inclusive Benefits to Attract Gen Z Talent**

By 2025, Gen Z will make up 27% of the workforce, bringing fresh expectations and perspectives to the workplace. As the most diverse generation ever, they value authenticity, inclusivity and work-life harmony, challenging organizations to rethink traditional benefits packages. This presentation delves into understanding Gen Z employees, addressing their unique needs and developing benefits that truly resonate. You'll learn practical strategies to create a benefits package that reflects Gen Z's priorities, helping organizations stay competitive and appealing to this influential and rapidly growing segment of the workforce.

*Speaker:* **Michelle Jolivet, PHR**, President and Founder,  
DEI Recruiting and Consulting and HR-Inclusion, Dallas, Texas

12:00 noon-1:00 p.m.

### **Lunch (provided)**

1:00-1:45 p.m.

### **Get Out the Limoncello!**

### **Adding Zest to Your Global Communication Strategy**

In this session, we'll share stories, challenges and solutions that elevate your communication outcomes and evolve communication strategies. You'll get ideas on incorporating your brand into your visual strategy to allow you to become fearless in navigating internal barriers. You'll also learn how to build campaigns that are evergreen and support year-round messaging.

*Speaker:* **Pepper Krach, M.Phil., M.S.O.L.**, Vice President,  
U.S. Small and Mid-Market Communications, Gallagher,  
Berwyn, Pennsylvania

## TUESDAY | JULY 22, 2025 *(continued)*

1:45-2:30 p.m.

### Untold Challenges of Global Workforce Integration

Start-ups are the engines of innovation, yet most are short-lived, often leading to mergers or acquisitions that create complex integration challenges. On top of that, the rapid growth of the global workforce has led to an increasing cultural divide as well as the erosion of resilience among employees who are increasingly seeking quick, immediate rewards instead of long-term growth and career satisfaction. This session will dive into the untold challenges of navigating postacquisition talent integration, with a specific focus on addressing these pressing issues.

*Speaker:* **Sanjana Pernenkil**, Global Payroll and Benefits Lead,  
Aeris Communications, Mysore, India

2:30-3:00 p.m.

### Networking and Refreshments Break—Visit Exhibits

3:00-3:45 p.m.

### Beyond Borders: Navigating Global Travel Insurance

In this session, you will learn:

- What is global travel insurance?
- How has it evolved?
- What impact has the COVID pandemic had on it?
- How has the nimble, global workforce changed it?
- How to set up and design a plan
- How to figure out who has ownership of the travel plan
- What to look for in providers.

*Speaker:* **Edward I. Cha**, Senior Vice President, Global Practice Leader,  
Newfront Insurance, Inc., San Mateo, California/Peoria, Illinois

“  
Speakers and  
networking events  
helped inform how to  
approach our global  
benefits strategy.  
”



## TUESDAY | JULY 22, 2025 *(continued)*

3:45-4:30 p.m.

### Expatriate Benefit Strategies for 2025 and Beyond

In this session, we'll review key considerations for expatriate benefit programs, such as the changing needs of employees, rising and hard-to-predict costs, the new shape of assignments, increasing and fast-changing regulations, the evolving provider landscape and the growing number of unexpected global crises. The discussion will center on active management and ongoing strategic review of expatriate insurance and benefits programs, including benefit design, vendor selection/management, financial review, compliance monitoring and governance.

*Speaker:* **T.C. Williams**, Principal, Global Consulting, Mercer Expatriate Benefits Center of Excellence, Cleveland, Ohio

4:30-6:00 p.m.

### Networking Reception—Visit Exhibits





## WEDNESDAY | July 23, 2025

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7:30 a.m.-12:00 noon

### Registration and Tabletop Exhibit Displays Open

7:30-8:30 a.m.

### Continental Breakfast

8:30-9:15 a.m.

### Converting Global Benefits Trends Into Action

This session will take a close look at the latest trends in global benefits. We'll explore how you can evaluate your current employee benefits strategies to find trend opportunities and use these trends to influence your global strategy, as well as how to prepare for the future and incorporate business continuity and planning into your benefits program. We'll also discuss how to elevate your benefits strategy and discussion to an enterprise risk management (ERM) level, ensuring HR has a seat at the table to support the overall company strategy.

*Speaker:* **Liz Yovich, M.B.A.**, Director of Global Engagement and Employee Benefits, WBN Worldwide Broker Network, Vienna, Virginia

9:15-10:00 a.m.

### Future-Proofing Employee Wellness in the Age of Hybrid Work

This session explores how organizations are reimagining their approach to employee wellness in response to dramatic workplace transformations. It will examine how employers are breaking down traditional silos between physical, mental and financial wellness programs while adapting to the unique challenges of supporting both remote and on-site workers. It will also share real-world insights into creating inclusive, accessible and effective wellness initiatives that resonate with today's diverse workforce.

*Speaker:* **Holly Greer**, Manager, Global Benefits and Wellness, Hewlett Packard Enterprise, Fort Worth, Texas

## WEDNESDAY | July 23, 2025 *(continued)*

10:00-10:30 a.m.

### Networking and Refreshments Break—Visit Exhibits

10:30-11:15 a.m.

### Connecting Continents With Comprehensive Care: Lessons From Employers

Starting and raising a family is getting harder and more expensive. HR leaders face intense pressure to lower costs while still providing better women's and family health support for their global employees. In this session, you'll discover how to navigate these challenges by designing inclusive global benefits that lower costs and provide tailored support for employees across continents. Learn how leading global employers create benefits that reduce employee burnout and boost health outcomes, all while improving the financial health of their organizations.

*Speaker:* **Emily Feenstra**, Director, Program and Network Strategy,  
Maven Clinic, Washington, D.C.

11:15 a.m.-12:00 noon

### Using Pay Transparency in Your Total Rewards Strategy

The requirement for pay transparency is gaining traction among many jurisdictions globally. Is your total rewards system ready? This session will look at the various levels of transparency and the types of disclosure expectations that are in various jurisdictions. It will also look at the hallmarks of a defensible compensation system and explore how to review your compensation structure to detect and respond to problems as your structure becomes more transparent.

*Speaker:* **Bonni L. Titgemeyer, CEBS, CEBS Compliant, CHRL, CMS, SHRM-SCP, SPHR**, Managing Director, The Employers' Choice Inc.,  
Mississauga, Ontario

“  
Loved hearing about the  
many ways to attract  
and retain the best talent  
globally!  
”

# Registration Fees

Employer/Plan Sponsor	Member	Nonmember
Through June 9, 2025	US\$1,095	US\$1,425
After June 9, 2025	US\$1,395	US\$1,725
Service Provider/Consultant	Member	Nonmember
Through June 9, 2025	US\$1,495	US\$1,825
After June 9, 2025	US\$1,795	US\$2,125

**Save US\$300 when you register before June 9, 2025!**  
**Visit [www.ifebp.org/CONNECT](http://www.ifebp.org/CONNECT) to register.**

## Fantastic Networking Opportunity!

### Group Discounts Available

Invite your team to share the experience!  
Purchase a table of four, six or eight and  
invite your clients/colleagues to attend the  
educational sessions at a discounted rate.

Table of Four: **US\$5,000** (Save US\$980)  
Table of Six: **US\$7,250** (Save US\$1,720)  
Table of Eight: **US\$9,500** (Save US\$2,460)

Email Julie Ichiba at [jichiba@ifebp.org](mailto:jichiba@ifebp.org)  
for information or to reserve a table.



# Hotel Information

## JW Marriott Dallas Arts District

The JW Marriott Dallas Arts District hotel is in an exceptional location in downtown Dallas, in the heart of the vibrant Arts District. The hotel is minutes from renowned shopping, dining and entertainment, including the American Airlines Center and Klyde Warren Park. Enjoy elevated local cuisine and craft cocktails at the

hotel's signature, full-service restaurant, Montage, or enjoy a cocktail at Vincent's with amazing views of the Dallas skyline. Take a dip in the heated rooftop pool or work out in the state-of-the-art gym. Enjoy a premier venue with 20,000 square feet of flexible spaces offering natural light, modern amenities, and exceptional planning and catering services. Experience first-class accommodations in elegantly furnished guest rooms—Many include floor-to-ceiling windows, and all offer deluxe bedding and premium amenities.



**Reservation Deadline:** Monday, June 23, 2025

**Rate:** US\$289 single/double occupancy (Additional US\$50/person per night for a third and/or fourth guest)

**Hotel Accommodations:** Please visit our Hotel/Travel tab at [www.ifebp.org/CONNECThotel](http://www.ifebp.org/CONNECThotel) to book your hotel reservations online and to view applicable taxes and fees. For hotel questions, contact the Registration Department at (888) 334-3327, option 2 or [edreg@ifebp.org](mailto:edreg@ifebp.org).

**Hotel Cancellation Policy:** A fee of one (1) night room rate plus tax will be charged for reservations canceled within 24 hours prior to arrival.

*Note: Hotel room availability is not guaranteed outside of scheduled program dates.*

**Visit [www.ifebp.org/CONNECT](http://www.ifebp.org/CONNECT) to register and make hotel reservations.**

## POLICIES

Cancel and transfer fees are based on registration fee paid: 60+ days of meeting is 10%; 31-59 days of meeting is 25%; within 30 days of meeting is 50%. Registration fee is forfeited once program commences. For details, see [www.ifebp.org/policies](http://www.ifebp.org/policies).

## CONTINUING EDUCATION CREDIT

Continuing education (CE) credit for professions and designations MAY be available for attendance at live sessions. You must request continuing education credit on your program registration at least 60 days prior to the beginning of the program so that the Foundation can seek preapproval from the governing agency.

Note: Requests made for CE credit do not guarantee administration of credit. For further information on CE credit, please call (262) 786-6710, option 2 or email [continuinged@ifebp.org](mailto:continuinged@ifebp.org).



Educational sessions at this program can qualify for self-reported CEBS® Compliance credit. Visit [www.cebs.org/compliance](http://www.cebs.org/compliance) for additional information.



# Sponsorships and Exhibits

**GAIN BRAND RECOGNITION** and secure valuable leads by sponsoring the CONNECT Global Employee Benefits and Workforce Strategies Summit. Receive a **FREE exhibit tabletop display** with each sponsorship to further enhance your networking opportunities!



Global benefits is a specialized market. CONNECT attendees will be seeking products and services for their international organizations in the following categories:

- Benefits consulting
- Health insurance
- Multinational pooling
- Employee assistance programs
- Investments/financial services
- Retirement solutions
- Legal services.

## Sponsor recognition includes:

- On the CONNECT conference webpage and in preconference promotions
- With EXCLUSIVE branding on sponsored items and in eye-catching on-site signage
- With a company listing on the conference app
- Sponsor recognition on their attendee representative name badges
- In International Foundation publications and more!

**Thank You, Sponsors!**



# Exclusive Sponsorship Levels

*Includes FREE exhibit tabletop display (with optional representation) for all sponsorship levels*

## CHAMPION—\$10,000

Four options to choose from:

- Wi-Fi and mobile app
- Welcome gift/room drop
- Lunches (two available)
- Networking receptions/experiences (two available)

All sponsorships in the Champion level include one full conference registration and an opportunity to moderate a session (may also include a brief product/service presentation during breakfast or breaks).

## LEADER—\$7,500

Two options to choose from:

- Lanyards
- Continental breakfasts (two available)

Includes one full conference registration discounted at 50%

## SUPPORTER—\$5,000

- Refreshment breaks (Two sold, One still available)

Includes one full conference registration discounted at 50%

## Group Discounts Available!

Sponsor a table and invite your clients or colleagues to be your guests during the educational sessions at a discounted rate. Table sponsors receive logo recognition on Reserved Table signage, in preconference promotions and in on-site signage.

Table of Four: **US\$5,000** (Save US\$980)

Table of Six: **US\$7,250** (Save US\$1,720)

Table of Eight: **US\$9,500** (Save US\$2,460)

**Fantastic  
Networking  
Opportunity!**

**For more information or to secure your sponsorship, contact:**

**Julie Ichiba, Associate Director,  
Business Development and Industry Engagement, at  
[jichiba@ifebp.org](mailto:jichiba@ifebp.org) or (262) 373-7674.**



# CONNECT

GLOBAL EMPLOYEE BENEFITS &  
WORKFORCE STRATEGIES SUMMIT

July 21-23, 2025

Dallas, Texas

Fantastic content.  
Excellent attendees.  
Best practices shared!

Loved the format and  
engaging conversations!

[www.ifebp.org/CONNECT](http://www.ifebp.org/CONNECT)

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