



## **Benefits Passport Briefing: Adherence to a Global Benefits Governance Structure**

**Thursday, May 7, noon - 1:00 p.m. ET**

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The American Benefits Council will host a Benefits Passport Briefing webinar on Thursday, May 7 at noon Eastern Time to discuss corporate governance of benefits and a case study on developing and adhering to a global benefits governance structure, where there is corporate involvement in benefit plan decisions made by companies' local operations. Corporate governance of benefits is an increasingly important consideration for companies, as the financial costs and risks associated with benefits have grown. As a result, more companies are considering centralizing their governance of benefits.

**Lynn Dudley**, *senior vice president, global retirement and compensation policy*, will moderate the webinar. She will be joined by the following guest speakers:

- **Mark Azzarello**, *director, global compensation and benefits, International Paper*, will share a case study on International Paper's experience in developing and adhering to a global benefits governance structure. Mark recently presented the case study at the International Employee Benefits Association (IEBA) Annual Conference in Brussels, Belgium. In 2012, the American Benefits Institute and Aon Hewitt undertook a study examining how multinationals make and execute strategic policy decisions related to their benefits programs worldwide in which 140 companies participated. Mark will update the webinar participants on the launch of an updated study in 2015.
- **David Powell**, *principal, Groom Law Group*, and **Ken Gulick**, *vice president, global benefits solutions, Fidelity* also attended the IEBA Conference and will provide insight into additional topics and issues explored at the conference.

We will take questions from webinar participants throughout the session and attempt to answer as many as possible. Members are encouraged to [submit questions for the webinar in advance](#).

**A recording of this session will be sent to all registrants. Even if you will not be able to attend in person, please register to receive a digital playback of the webinar automatically.**

NOTE: Participation in Council webinars may be used toward continuing education/renewal requirements for many professional accreditation programs, but only by means of self-certification. Descriptions of past programs are available by [clicking here](#). Please retain your registration confirmation for your verification records.

## Background:

In 2012, the American Benefits Council – under the auspices of the American Benefits Institute, the Council's research and education affiliate – and Aon Hewitt released the 2012 Corporate Governance of Global Employee Benefits Study. The study focused on how multinational companies make and execute strategic policy decisions related to their employee benefit programs worldwide. The primary goals were to understand:

- Why companies want corporate involvement in local benefits decisions.
- How they exercise corporate oversight and control over local benefits decisions to manage business risks in the three key policy areas of design, financial management and operations.

This study examined increasing corporate involvement in benefit plan decisions made by companies' local operations to better understand what issues multinational companies face and actions they are taking at the corporate level.

"The Council is keenly interested in globalization's impact on employer-sponsored health and retirement benefit plans," Council President James Klein said in a [statement](#) announcing the study's release. "As the world itself gets smaller, the decisions employers make regarding benefit plans take on even greater significance for the success of multinational companies."

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