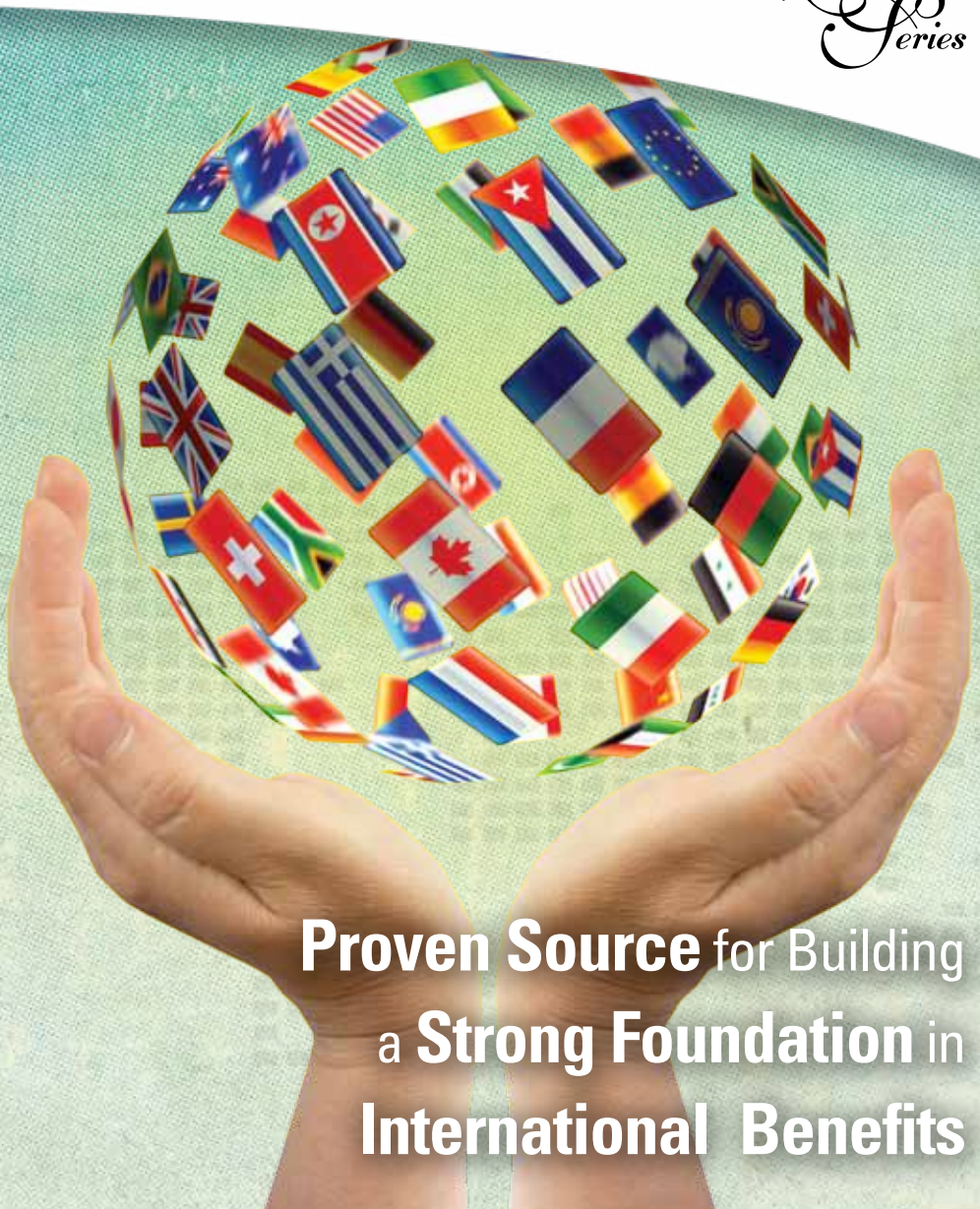


Certificate in Global Benefits Management

June 25-29, 2012 | Chicago, Illinois

September 10-14, 2012 | Vancouver, British Columbia

*Certificate
Series*



Proven Source for Building
a **Strong Foundation** in
International Benefits

Certificate in Global Benefits Management



Employers that work globally must learn to navigate the increasingly complex challenges of international benefits and cultural expectations. Learn from global industry experts and international residents while you earn your Certificate in Global Benefits Management.

Who Should Attend

Course curriculum is designed to provide optimal education for

- Professionals working in benefits, compensation and/or human resources who have recently assumed responsibility for global benefits
- Professionals currently working internationally who are interested in expanding their global knowledge base
- Professionals working for organizations providing global benefit services to multinational employers.

Earning a Certificate in Global Benefits Management

This program gives you the opportunity to document what you have learned with a Certificate of Achievement from the leading benefits educator—the International Foundation of Employee Benefit Plans. Earning a certificate demonstrates your expertise and recognizes your commitment to your profession. A limited class size provides you with an environment where you get answers to your specific questions and attention to your unique needs. You'll find an unmatched training opportunity for live, hands-on learning and dialogue with industry thought leaders. In order to earn a certificate, you must attend ten of the 11 sessions. Please make your travel plans accordingly.

**"I felt like this course paid for itself in the first hour.
It has been incredible!"**

Karen K. Bishop

Global Benefits Manager
Cabot Corporation
Atkinson, New Hampshire

MONDAY

7:00-8:00 a.m.

Registration/Information/Continental Breakfast

8:00-11:00 a.m.

Cross-Cultural/Diversity: The Power of World Views

This session will help you grow in cross-cultural competency in order to work successfully within cultures new to you.

- Understand your own culture and how it influences your behavior and interpretations.
- Understand other cultures and how cultural features influence others' behavior and interpretations.
- Develop strategies for managing and navigating cross culturally.

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

Developing a Global Benefits Strategy

Multinational employers are moving toward more global centralization of employee benefit functions. Does your organization have a formal global benefits strategy? Today's international economy is forcing more benefits professionals to design and implement such a strategy. Learn how you can put together a workable strategy. The instructor will help you answer these questions:

- What is a global benefits strategy?
- What company decisions and programs will impact this strategy?
- Is it necessary to have an international benefits committee?
- How do we outline global objectives?
- Should we have a written strategy document?
- What is the impact on benefit costs?
- What processes are needed to implement the plan?
- How do we get buy-in?

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

Lunch

1:00-2:00 p.m.

Developing a Global Benefits Strategy (Continued)

2:15-4:30 p.m.

International Health Care Systems and Trends

A healthy workforce is critical to supporting a globally competitive business. A strategic approach with a clear implementation plan will enhance workforce management efforts, support productivity goals and mitigate health expenditure and medical inflation trends. The instructor will discuss the critical challenges surrounding employee health.

- Learn about health costs and medical trends across different geographies and the drivers behind the cost.
- Identify some of the global health risks affecting multinational cultural workforces.
- Develop a global health and well-being strategy, and identify the important components for its successful implementation.
- Learn about medical expatriate plans.

Schedule

TUESDAY

7:00-8:00 a.m.

Registration/Information/Continental Breakfast

8:00-9:30 a.m.

Global Total Rewards Strategy

If you are in global markets, do you have a total rewards program? As the world continues to “shrink” and global economies and borders become blurred, you need a strategic plan that adapts quickly to meet the demands of your global workforce. Benefits and compensation professionals are asked to find ways to create global synergies between compensation, benefits and incentive programs. Yet, the business needs to attract the best talent available and, most importantly, remain competitive in the market. This session will discuss

- What a global total rewards program is
- How to begin developing a total rewards perspective
- Elements of implementing such a strategy
- Pros and cons of total rewards programs.

9:45-11:00 a.m.

International Retirement Systems and Trends

Companies are dealing with worldwide pension issues. The aging population, changes in social security systems, and differences between private and public sectors—all impact global retirement systems. The instructor will cover

- Overview of the global retirement landscape
- How countries are dealing with aging populations
- How to deal with the ongoing changes in global benefits law and regulations
- The trends soon to impact the international pension environment.

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

Europe: Regional and Country Overview

Traditionally, Europe has had generous, pay-as-you-go social security benefits. During the session about Europe, you will

- Discover changes to legislation and market practice that have been prevalent over the last few years as a result of the economic crises and debt challenges faced by many European countries
- Understand the labor environment in Europe that heavily influences the benefits environment through the prevalence of unions, work councils and other employee representative bodies with varying degrees of influence, depending on the country
- Learn how the European Union (EU), which now includes 27 countries, has influenced the labor and benefit issues across Europe through a number of directives that seek to create a framework for Pan-European retirement plans.

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

Lunch

1:00-4:30 p.m.

Europe (Continued)

WEDNESDAY

7:00-8:00 a.m.

Registration/Information/Continental Breakfast

8:00 a.m.-12:00 noon

Latin America: Regional and Country Overview

Multi-Latino companies are now a presence in the global marketplace. Are you ready to work with these companies? In the session on Latin America, you will

- Discover how multi-Latino companies are moving rapidly, making large acquisitions across the globe, acquiring talent from multinational firms, and providing aggressive and flexible benefits with fascinating and innovative human resources structures
- Understand unions in Latin-American countries, and learn how their presence, absence and degree of strength might affect your company
- Learn in what countries you must pay termination indemnities, where there are mandatory minimum salaries, and what other programs might affect your compensation and salary structuring programs.

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

Lunch

1:00-4:30 p.m.

Middle East/Africa: Regional and Country Overview

To be successful in this region of the world, you need to understand statutory benefits, labor law and the unique practices in employee rewards. You will

- Learn the common challenges of designing compensation and benefit programs in developing economies in Africa, which is a geographic area in which multinational companies are experiencing rapid staff growth
- Understand the key differences among the employment models in many Middle-Eastern countries that are brought about by the unique nature of the oil and gas sectors, and those that are common in other parts of the world
- Learn of specific practices in the design of compensation packages for the various types of imported labor that are recruited to work in the Persian Gulf countries.

Important

You must be present for ten of the 11 sessions to earn the Certificate of Achievement.
Please make your travel plans accordingly.

Schedule

THURSDAY

7:00-8:00 a.m.

Registration/Information/Continental Breakfast

8:00 a.m.-12:00 noon

Multinational Pooling and Offshore Retirement Plans

The instructor has designed this session to help you

- Understand how to finance employee benefit programs more efficiently through insurance risk pooling and captive arrangements, and the obstacles to implementing these programs
- Become familiar with the information from global financial reports which are helpful in meeting corporate governance requirements
- Learn about the principal vendors in this space and how insurance networks provide three key advantages
- Gain an understanding of the issues involved in considering an international retirement plan for career expatriates.

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

Lunch

1:00-4:00 p.m.

Benefit Issues Relating to International Assignments

This session integrates the various types of international assignments and the related benefit situations that are different in each assignment. The instructor will discuss

- Types of global assignments and benefits provided
—Permanent, temporary and short term
- Factors impacting benefits for international transfers
- Issues, policies and options for welfare benefits, retirement and social security
- Financing programs for globally mobile employees.

Certificate Series

Global Benefits Management is part of the International Foundation's popular Certificate Series program. Certificate Series offers professional development opportunities across the spectrum of benefits and compensation.

Certificates focused on U.S. benefit plans include

- Certificate in Benefits and Compensation Management
- Certificate in Retirement Plans
- Certificate in Health Care Plans
- Certificate in Benefit Plan Administration
- Certificate in Public Sector Benefits Administration

The logo for the Certificate Series program, featuring the words "Certificate Series" in a stylized, cursive font.

FRIDAY

7:00-8:00 a.m.

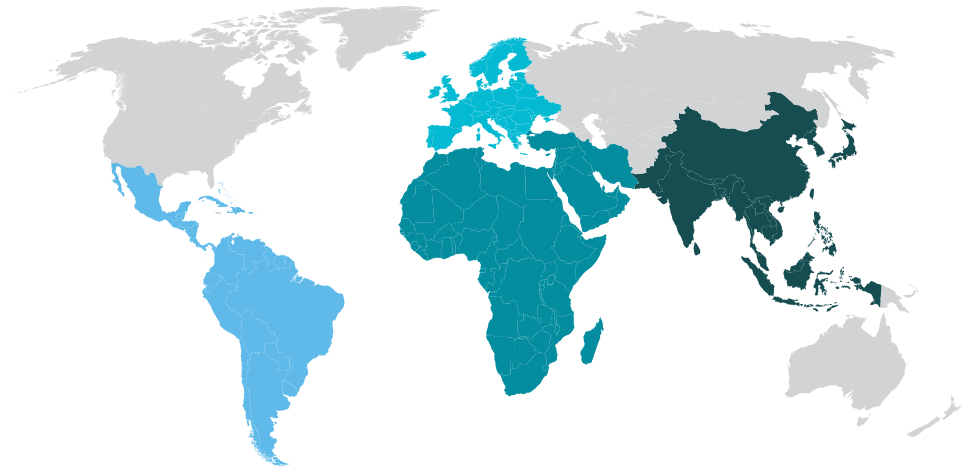
Registration/Information/Continental Breakfast

8:00 a.m.-12:00 noon

Asia Pacific: Regional and Country Overview

As companies deepen their presence in China, India and throughout this fast-growing region, the Asia Pacific session will help you

- Learn how the labor markets are evolving in this high-growth region and the role that employee benefits play
- Gain a thorough understanding of the key benefit trends in the key markets of China and India, and how these impact the competition for talent
- Understand the currently and rapidly changing roles that governments, employers and employees play in the provision of benefits in each of the major countries in the region, not only in China and India but in a dozen other countries.



“This course is priceless! I learned so much in the 4½ days here and can’t wait to bring my knowledge back to the office.”

Gale A. Doran

Senior Manager, Benefits
Dunkin’ Brands, Inc.
Canton, Massachusetts

“This is the second time I took this course. I found it even more valuable the second time around!”

Nicole McGrath

Senior Benefits Specialists International
MFS Investment Management
Boston, Massachusetts

Faculty

Course faculty includes

Stephen G. Barry

Vice President, Strategic Relationships
and Global Accounts
ING Employee Benefits Global Network
Chicago, Illinois

Chris Burns

CEO—Global Employee Benefits
Willis North America
New York, New York

Tom Dolan

Vice President,
Multinational Employee Benefits
Willis North America
Boston, Massachusetts

Wil J. Gaitan

Senior Vice President and
International Consulting Actuary
Aon Hewitt
Chicago, Illinois

Stuart Harris

Principal—International Consulting Group
Mercer
Chicago, Illinois

Daniel F. Ishac

Senior International Consultant
Towers Watson
Chicago, Illinois

Steven L. Kueffner

Director, International Consulting
Services
Towers Watson
Detroit, Michigan

Damian Lipani, PMP

Project Manager and Diversity and
Inclusion Master Facilitator
Aon Hewitt
Lincolnshire, Illinois

Gerardo Pulido, MAAA

International Consultant
Towers Watson
Chicago, Illinois

Imran A. Qureshi

Director, International Consulting Group
for Central and West Divisions of
North America
Towers Watson
Chicago, Illinois

Nicole Serfontein

Senior Consultant
Towers Watson
Washington, D.C.

LeAnne Stefi

SVP—Director of Global Client Advocacy,
Multinational Employee Benefits
Willis North America
Potomac, Maryland

Need More In-Depth Education on Canadian Benefit Plans?

Also part of the Certificate Series, the Certificate in Canadian Benefit Plans presents a 2½-day program October 1-3, 2012, in Toronto, Ontario, Canada. The course emphasizes the unique regulations and procedures regarding Canadian benefit plans. Sessions will cover Canadian drug benefit practices, top ten things Americans ask about Canadian pensions, prudent investment practices, government-funded health care plans and related topics. Earn a certificate by attending the Certificate in Canadian Benefit Plans program. For more information, visit our website at www.ifebp.org/canadacert.

*Certificate
Series*

For full information on the Certificate Series, visit www.ifebp.org/certificate-series.

Course Locations



Chicago, Illinois

June 25-29, 2012

Gleacher Center—University of Chicago

Hotel Accommodations

Hotel accommodations are the responsibility of the participant. Please book directly with the hotel of your choice.



Vancouver, British Columbia

September 10-14, 2012

The Westin Bayshore Vancouver

Hotel Accommodations

Contact the hotel directly for reservations.

The Westin Bayshore Vancouver

1601 Bayshore Drive

Vancouver, BC

Reservations: (604) 682-3377 or
(800) 937-8461

Hotel Fax: (604) 687-3102

Website: www.westinbayshore.com

Daily rate: C\$169 single/double

Registration

deadline: August 13, 2012

Mention International Foundation for special rate until August 13, 2012.

“The diversity of experience and background of all the attendees was an unexpected benefit of this program.”

Jane A. Ford

Benefits Analyst

Abt Associates

Cambridge, Massachusetts

Important

You must be present for ten of the 11 sessions to earn the Certificate of Achievement.
Please make your travel plans accordingly.

CONTINUING EDUCATION CREDIT

Programs sponsored by the International Foundation of Employee Benefit Plans are consistently accepted for credit by agencies governing continuing education for license renewal and professional recertification. Please note that preapproval by the governing agency is sometimes necessary. It is important therefore to register at least 45 days prior to the program taking place.

Note: *Requests made for continuing education credit do not guarantee administration of credit.*

For further information on continuing education credit, please call (262) 786-6710, option 2.

The Certificate in Global Benefits Management program will be submitted to the HR Certification Institute (HRCI) for continuing education (CE) approval. CE credit will be offered to professionals who are PHR®, SPHR® and GPHR® certified. For HRCI inquiries, please contact the Continuing Education Department at (262) 786-6710, option 2; or e-mail continuinged@ifebp.org.

POLICIES

- See our policies regarding your registration/cancellation/refund/record retention/photo release and privacy at www.ifebp.org/policies.
- Cancellation/transfer requests must be in writing, and are subject to a fee of \$50 per meeting day for cancellations and \$50 for transfers.
- Cancellation fee is 50% of registration fee for registrations canceled within 30 days of meeting.
- Cancellations received on or after the opening day of a program are subject to forfeiture of all registration fees.
- For more information regarding administrative policies such as complaint and refund, please contact Registrations at (262) 786-6710, option 2, or edreg@ifebp.org.

RELATED READING

Global Health Care Systems: A Perspective on Issues, Practices and Trends Among OECD Nations

Ashim Khemani and Robert Carlyle

Get multiple viewpoints on health care from the world's industrialized nations. This book investigates emerging practices, trends and interrelated drivers in health care systems, along with how seemingly similar policy objectives can result in diverse outcomes. (Aon)

211 pages. 2008. Item #8729.

\$99 (I.F. Members \$95) price includes shipping and handling.

To order, see registration form or www.ifebp.org/books.asp?8729.



CUSTOMER INFORMATION (Please print clearly)

Priority code **2 4 6 S T** Individual ID# or CEBS® ID# _____
 First name _____ M.I. _____ Last name _____
 Employer _____
 Title _____
 Address _____ Business Home
 City _____ State/Province _____ Country _____ ZIP/Postal code _____
 Phone _____ Fax _____
 E-mail _____
 Last 4/3 digits of SSN/SIN _____ Date of birth (mm/dd/yyyy) _____


See policies regarding registration/cancellation/refund/record retention/photo release and privacy at www.ifebp.org/policies.

NOT A MEMBER? JOIN NOW AND SAVE!

Individual \$295* Organizational \$755* Join now and pay the lower member rate.
 *Membership dues are reduced quarterly. Visit www.ifebp.org/join for current rates.

REGISTRATION INFORMATION

Organization representing _____
 Organization # _____
 Badge name _____ Badge title _____
 Special dietary requirements—specify _____
 Form completed by _____ Phone _____

	Special assistance?
	<input type="checkbox"/> Yes <input type="checkbox"/> No

Certificate in Global Benefits Management

Five-Day Course Fee—Fee includes continental breakfast, lunch and course materials.

June 25-29, 2012 University of Chicago Gleacher Center, Chicago, Illinois (Until May 14) (46-1246)
 September 10-14, 2012 The Westin Bayshore Vancouver, Vancouver, British Columbia (Until July 30) (48-1248)

	Early Fee	Late Fee
Member fee	\$1,995	\$2,195
Nonmember fee	\$2,370	\$2,570

2012 CANCEL POLICY: Early cancel fee is \$50/meeting day. Within 30 days of meeting, cancel fee is 50% of registration fee.

HOTEL

Chicago—Please book reservations directly at the hotel of your choice.
 Vancouver—Please contact the hotel directly for reservations.
 Mention International Foundation for special rate until August 13, 2012.
 Westin Bayshore Vancouver, 1601 Bayshore Drive, Vancouver, BC, V6G 2V4. Reservations phone 800 937 8461.

RELATED READING

Global Health Care Systems: A Perspective on Issues, Practices and Trends Among OECD Nations
 Item #8729 \$99 (I.F. Members \$95) includes shipping and handling

CONTINUING EDUCATION CREDIT

\$25 continuing education service charge due at time of registration (if applicable). The International Foundation will apply for CE credit based on requests. You must indicate the profession for which credit is requested.

Actuary **Attorney/lawyer** **CPA** **Insurance agent*** **CFA**
 Other, specify _____

Licensed in the state/province of _____ License/NPN/BAR/CPA # _____

*Preapproval of programs/seminars is required in ALL insurance states. This process can take up to 90 days.
 Late requests could preclude insurance producers from earning credit. Alberta requires the International Foundation to submit sessions for review 15 days prior to program taking place.

Note: Requests made for CE credit on this form do not guarantee administration of credit.

PAYMENT INFORMATION


Full payment in U.S. funds must accompany order.
 Make check payable to International Foundation.


Check # _____ \$ _____
 VISA MasterCard Discover
 American Express (U.S. only)
 Credit card # _____
 Exp. date _____
 Cardholder's name (print) _____


REGISTRATION/ORDER SUMMARY

Membership fee \$ _____
 Registration fee \$ _____
 Book \$ _____
 *HST 12% (Vancouver only) \$ _____
 Continuing education fee (\$25) \$ _____
Total (U.S. funds) \$ _____

 Register online at www.ifebp.org

 Mail the registration form with check or credit card number to:
 International Foundation—Conference,
 P.O. Box 6889954, Chicago, IL 60695-9954

 Fax your registration with credit card number:
 (262) 364-1818

 For information, e-mail edreg@ifebp.org, or phone toll free
 (888) 334-3327, option 2, or (262) 786-6710, option 2