

10/31/22 - 11/2/22
 The Royal Palms Resort
 5200 East Camelback Rd
 Phoenix AZ, 85018



FQHC Educational Symposium

Cutting Edge Trends in Executive Compensation: How to Attract & Retain Top Talent

AGENDA

Day 1: Monday, October 31, 2022 (all times are in MST)

Arrival at The Royal Palms Resort - Hotel Check in is 4pm

6:00 - 7:00pm

Welcome Reception

Location: The Reflecting Pool

7:00 - 9:00pm

Dinner

Location: Estrella East

Day 2: Tuesday, November 1, 2022

7:00 - 8:15am

Breakfast

Location: The Reflecting Pool

8:30 - 9:00am
Livestream

Introduction of Attendees, Jim Hebets and Jamie Hebets, The Hebets Company

Location: Estrella East

9:00 - 10:30am
Livestream

Brian Lee, CSP, HoF

CEO & Founder, Custom Learning Systems Group, Ltd.

Secrets of the Staffing Fix: Stop the Bleeding, Find and Retain Quality Staff

Learn about the necessary and crucial steps and strategies that will reduce perpetually costly turnover, stop pressuring staff for overtime, eliminate excessive agency costs with their quality inconsistencies, reduce vacancies, and avoid excessive sign on bonuses.

10:30 - 10:45am

Break

Location: The Reflecting Pool

10:45am - 11:45am
Livestream

Sara O'Meara & Yvonne Fedderson

CEO & Chairman, President & Vice-Chairman, Co-Founders - Childhelp USA

Hollywood Actresses Turned Non-Profit Executive Leaders Dedicate 63+ Years to their Mission, Fighting Against Child Abuse

Learn how these two ladies have been pioneers in their space, literally having to invent out of thin air, what became first of their kind initiatives in their spaces. Sara and Yvonne have been nominated 9 times for the Nobel Peace Prize and are currently nominated for the American Medal of Freedom. Lifetime TV has also done a feature film of their life story.

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Day 2: Tuesday, November 1, 2022 (continued)

11:45am - 12:15pm
 Livestream

Melinda Figeley, SPHR

Principal, The Hebets Company

Attracting & Retaining Top Talent: Your Competitive Edge

- Current Employment Situation
- Opportunity is Knocking
- Why Compensation & Total Rewards Benchmarking is Critical

12:15 - 1:15pm

Lunch

Location: The Reflecting Pool

1:15 - 1:30pm

Introduction of Staff, Jim Hebets and Jamie Hebets, The Hebets Company

Location: Estrella East

1:30 - 2:00pm
 Livestream

Allison Kaylor-Flink, Kameron Jones & Ryan Zelaski, CFA

NFP Retirement Services

401(k)/403(b): How to Maximize Benefits & Engagement with Every Dollar Spent

- 401(k) vs 403(b) - key similarities & differences
- How to save significant amounts in expenses through proper benchmarking and negotiation
- How to utilize employer match dollars towards Student Loans, Emergency Savings, 529 College Savings AND Long Term Retirement
- Financial Planning as an Employee Benefit
- Complimentary Benchmarking Study

2:00 - 2:30pm
 Livestream

Jordan Cook

Vice President, NFP Corporate Benefits

Preparing for Your Future: An Inside Look at Healthcare and Benefits Trends

- Understanding the pieces / moving parts of benefits offerings
- Learn about emerging trends in high-cost claims
- Employee Engagement - Communication is Key
- Complimentary Benchmarking Study

2:30 - 2:45pm

Break

Location: The Reflecting Pool

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The Hebets Company
The Value of Voice™

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AGENDA

Day 2: Tuesday, November 1, 2022 (continued)

2:45 - 3:45pm
 Livestream

Jamie Hebets

Senior Vice President, The Hebets Company

Non-Profit Executive Benefits 101: Crash Course on All Available Plan Types, Designs & What is Considered "In Market"

- What types of benefits are traditionally provided at the C-Suite Level?
- What would be deemed "in-market" from an employer contribution standpoint?
- Cost Recovery with Interest: How to recover 100% of employer retirement contributions, at a later date, with interest
- How to convert taxable cash pay to something that can be accessed either during your working years or later in retirement, completely tax-free
- Executive Retirement Benefit Case Studies
 - CEO Retirement / Succession Planning
 - C-Suite / Provider Retention

3:45 - 4:45pm
 Livestream

Jim Hebets

President, The Hebets Company

C-Suite Retention, Retirement & Succession Planning: 457(f)/SERP vs Loan Regime Split Dollar

- Learn how to have a retirement benefit sit on the books of your organization as an interest accruing asset, rather than an expense or liability
- How to efficiently "Catch-Up" your leadership for missed retirement contributions with a fully cost recovered tax-free retirement benefit
- How your organization can recover 100% of every dollar funded to provide this retirement benefit, with interest

4:45pm

Q&A

5:00pm

Cocktails and Refreshments

6:15pm

Transportation to DINNER

Depart at 6:15pm at the Pillow Benches at The Royal Palms Resort

6:30pm

Cocktails and Refreshments

Tomaso's Restaurant - 3225 East Camelback Road, Phoenix, AZ

9:00pm

Transportation back to Hotel

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**Cutting Edge Trends in Executive Compensation:
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AGENDA

Day 3: Wednesday, November 2, 2022

7:00 - 8:15am

Breakfast

Location: The Reflecting Pool

8:30 - 8:45am
Livestream

Introduction of Day's Agenda, Jim Hebets and Jamie Hebets, The Hebets Company

Location: Estrella East

8:45 - 9:15am
Livestream

Melinda Figeley, SPHR

Principal, The Hebets Company

Succession Planning: Four Pillars of an Effective Plan

- How does Succession Planning differ from Replacement Management?
- What are the steps in the Succession Planning Process?
- Once we've evaluated employees and developed our bench, is our Succession Plan complete?

9:15 - 10:15am
Livestream

CEO Panel

Tony Weber - Golden Valley Health Centers

Paulo Soares - Camarena Health

Justin Preas - United Health Centers of San Joaquin Valley

Learn how these CEOs see the world as it relates to managing volatility amongst a healthcare leadership teams.

- How do you select the right team?
- How do you retain the right people when transitions occur?
- How do you manage leadership transitions?
- What qualities do you look for in key people?
- And more...

10:15 - 10:30am

Introduction to Breakout / Roundtable Sessions (food provided during)

Jim and Jamie Hebets

10:30 - 11:00am

Breakout / Roundtable Session

11:00 - 11:30am

Breakout / Roundtable Session

11:30 - 12:00pm

Breakout / Roundtable Session

12:00pm

Conclusion of Event / Departures (One-on-one Meetings Available in Afternoon Upon Request - Contact Sharon Parrish for more information)