

12/4/2024 - 12/6/2024

Event Venue:

The Royal Palms Resort
5200 East Camelback Rd
Phoenix AZ, 85018

AGENDA**Educational Symposium***for FQHC CEOs & executive leadership teams*
**Cutting Edge Trends in Executive Compensation:
How to Attract & Retain Top Talent**
Day 1: Wednesday, December 4, 2024 (all times are in MST)
Arrival at The Royal Palms Resort - Hotel Check in is 4pm

6:00 - 7:00pm

Welcome Reception*Location: Palmera Patio*

7:00 - 9:00pm

Dinner*Location: Palmera Salon*
Day 2: Thursday, December 5, 2024

7:00 - 8:15am

Breakfast*Location: Vernadero Lawn*

8:30 - 9:00am

*Livestream***Introduction of Attendees**

Moderated by Jim Hebets, CEO, The Hebets Company

Location: Estrella East

9:00 - 9:15am

*Livestream***The Destination Employer's Tool Chest: Sneak Peak**

Presentation by Jamie Hebets, President, The Hebets Company

Location: Estrella East

9:15 - 10:15am

Livestream
The Journey to Becoming a Destination Employer: How to attract and retain top talent through strategic benefit planning
Jim Sinkoff, CFO & Deputy CFO, Sun River Health**Anne Kauffman Nolon MPH, CEO, Sun River Health****Kevin Mattson, CEO, SY Health**

Panel Moderated by Jim Hebets, CEO, The Hebets Company

10:15 - 10:45am

*Livestream***Mark Robledo, President & Founder, The Crossroads Group, Inc.****Patient Experience... Decoded**

Unlocking database insights to transform healthcare delivery as a Provider and Employer of choice.

- Patient experience benchmarking relative to over 140 FQHC's.
- CMS and NCQA-certified survey vendor.

10:45am - 11:00am

Break*Location: Estrella Patio*

12/4/2024 - 12/6/2024

Event Venue:

The Royal Palms Resort
5200 East Camelback Rd
Phoenix AZ, 85018

AGENDA**Day 2:****Thursday, December 5, 2024 (continued)****Educational Symposium***for FQHC CEOs & executive leadership teams*
**Cutting Edge Trends in Executive Compensation:
How to Attract & Retain Top Talent**

11:00am - 12:00pm
Livestream

Hannah Rowell, 340B, A.C.E., Senior 340B Consultant, Draffin Tucker
Who moved my 340B Savings? *An exploration of challenges in navigating the ever-evolving 340B and drug pricing landscape.*

- *Impacts of the Inflation Reduction Act and American Rescue Plan Act*
- *Strategies for community centers to deal with these changes.*

12:00 - 1:00pm

Lunch*Location: Vernadero Lawn*

1:00 - 1:15pm
Livestream

Introduction of Staff*Jim Hebets and Jamie Hebets, The Hebets Company**Location: Estrella East*

1:15 - 2:15pm
Livestream

Brian Lee, CSP, HoF, Custom Learning Solutions**Reignite a 5 Star Patient Experience, Fully Staffed***Create a Culture of Healing Kindness & Find and Retain Quality Staff*

2:15 - 2:45pm
Livestream

Melinda Figeley, SPHR, Principal, The Hebets Company**Attracting and Retaining Key Talent: Your Competitive Advantage**

- *A Look at the Current Marketplace*
- *Why Compensation & Total Rewards Benchmarking is Critical*
- *Your Compensation / Total Rewards Toolkit*
- *How can I receive a complimentary Executive Total Rewards Snapshot Report?*

2:45 - 3:15pm

George Williams, NFP Retirement Services

Traditional 401(k)/403(b) Foundational Retirement Benefits: The Importance of Establishing a Secure Foundation that You Can Build Upon with Confidence

3:15 - 3:30pm

Break*Location: Estrella Patio*

12/4/2024 - 12/6/2024

Event Venue:

The Royal Palms Resort
5200 East Camelback Rd
Phoenix AZ, 85018

AGENDA**Day 2:****Thursday, December 5, 2024 (continued)****3:30 - 4:15pm****Jamie Hebets, President, The Hebets Company**

Non-Profit Supplemental Benefits 101: Crash Course on All Available Plan Types, Actual Designs with Case Studies & What is Considered "In Market"

- **CEO Retirement & Succession:** Bridging the retirement income gap for a CEO to allow for a thoughtfully planned and smooth transition to occur.
- **C-Suite & Provider Retention:** Programs permitted by the IRS to supplement retirement that foster an environment of long-term commitment and loyalty between employers and key employees of their choosing.
- **What's "In-Market":** The "time-tested" classic approach to calculating a fair and reasonable retirement benefit for your C-Suite and/or Providers.
- **Cost Recovery with Interest:** Strategies to recoup 100% of employer retirement contributions, along with accrued interest, at a later date.
- **The "Tax-Free" LTIP or Stay Bonus:** Long term incentive or stay bonus plans that can be provided tax-free, and also supplement one's retirement if so desired.

4:15 - 5:00pm
*Livestream***Jim Hebets, CEO, The Hebets Company**

C-Suite and Provider Attraction & Retention Strategies

Migrating your 403(b) contributions into a 162 Bonus Plan.

- **After-tax and No-Tax Solutions:** Planning alternatives to traditional retirement solutions.
- **Addressing the Financial Anomalies of Life:** The cutting edge response to all financial anomalies.
- **Compensation Restructure:** How you can convert what would have been taxable cash pay into something that can be accessed either during your working years or later in retirement, completely tax-free.

6:15pm**Transportation to DINNER**

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

6:30pm**Cocktails and Refreshments**

Marcellino Ristorante - 7114 E. Stetson Drive Scottsdale, AZ 85251

9:00pm**Transportation back to Hotel****Educational Symposium**

for FQHC CEOs & executive leadership teams


The Hebets Company
The Value of Voice™

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

12/4/2024 - 12/6/2024

Event Venue:

The Royal Palms Resort
5200 East Camelback Rd
Phoenix AZ, 85018

AGENDA

Educational Symposium

for FQHC CEOs & executive leadership teams



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

Day 3: Friday, December 6, 2024

7:00 - 8:15am

Breakfast

Location: Estrella Garden

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

- Succession Planning vs. Replacement Management
- Why Every Organization Needs a Succession Plan
- How can I receive a complimentary Succession Plan Snapshot Report?

9:15 - 9:45am

Livestream

Introduction to Leadership Team

Jim & Jamie Hebets, CEO & President, The Hebets Company

9:45 - 10:30am

Livestream

Jim Coombs CEO, Grand River Health

Becoming a Destination Employer

- Developed a holistic compensation and benefits philosophy, while being mindful of cashflow.
- Uses two creative alternative retirement benefits to help attract, retain, and reward key executives, physicians, and staff.
- The process that they went through to create a well-developed executive succession plan, while respecting the loyalty of a founding CEO.
- Established their organization as a Destination Employer, while managing cashflow along with rapid growth.
- The single most critical issue that must be addressed to allow an organization to become a Destination Employer

10:30am

Introduction to Roundtable Sessions

10:30 - 11:00am

Roundtable Session #1

11:00 - 11:30am

Roundtable Session #2. (food provided 11:00am - 12:00pm)

11:30am

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