



ASHHRA BENEFITS SYMPOSIUM

NASHVILLE
Jan. 27 - 29, 2025



AON

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Every body moving.

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HEALTH

SCHEDULE-AT-A-GLANCE

MON, JAN. 27

4:30 – 6:00 p.m.	Welcome Reception / Introductions <i>Trade Room</i>
6:00 – 8:00 p.m.	Dinner Ice Breaker <i>Saidee Gallery</i>

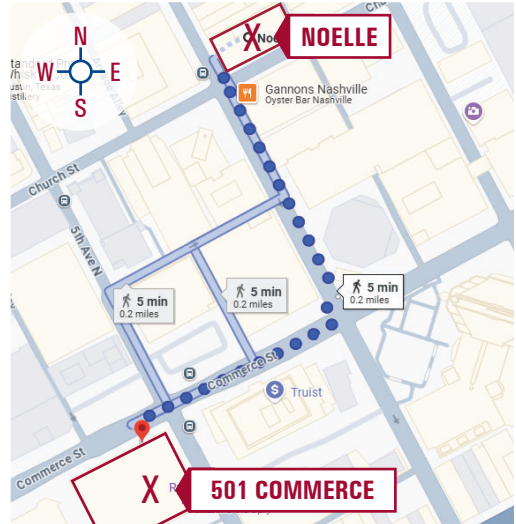
TUES, JAN. 28

All events from 8:00 a.m. to 4:15 p.m. at 501 Commerce, 11th Floor

8:00 – 9:00 a.m.	Breakfast
9:00 – 10:00 a.m.	Education
10:00 – 10:10 a.m.	Break
10:10 – 10:55 a.m.	Education
10:55 – 11:05 a.m.	Break
11:05 – 11:50 a.m.	Education
11:50 a.m. – 12:00 p.m.	Break
12:00 – 12:45 p.m.	Education
12:45 – 2:15 p.m.	Lunch / Roundtable
2:15 – 3:00 p.m.	Education
3:00 – 3:10 p.m.	Break
3:10 – 3:55 p.m.	Education
3:55 – 4:15 p.m.	Debrief Topics / Open Forum
4:15 – 6:15 p.m.	Mental Refresh
6:15 p.m.	Walk to dinner venue <i>Meet at hotel lobby</i>
6:30 – 8:00 p.m.	Dinner <i>The Standard</i>

Directions from the Noelle to 501 Commerce:

- Head southeast on 4th Ave toward Church St
- Turn right onto Commerce St and 501 Commerce will be on the left



WED, JAN. 29

All events in Lona (Lower level of the Noelle)

8:00 – 9:00 a.m.	Breakfast
9:00 – 10:00 a.m.	Roundtable Discussion
10:00 – 10:30 a.m.	Final Comments/Adjournment

The Lona located is on the lower level of the Noelle, accessible via the elevators.

Establishing Value as a Healthcare Cost Containment Priority

Healthcare costs are eating into wages. Explore value-led healthcare strategies that optimize care, reduce ineffective spending, and allow employers to invest in what matters.

Healthcare costs consume an increasing share of Total Rewards spend, making it difficult to invest in wages, benefits, and rewards that keep pace with evolving employee needs and expectations. Join your peers from leading health systems to explore the power of value-led benefits and how this framework:

- Challenges traditional benefit management by introducing a value-led approach to evaluate your health and well-being programs.
- Delivers the focus and precision your health plan management strategy needs to drive cost savings.
- Guides innovative benefits partners in developing offerings and business models that meet your specific needs.
- Lowers costs and improves overall employee wellbeing for leading health systems.

PROGRAM

MON, JAN. 27

- **4:30 – 6:00 p.m. Welcome Reception / Introductions** | *Trade Room*
- **6:00 – 8:00 p.m. Dinner / Ice Breaker** | *Saidee Gallery*

PROGRAM

501 Commerce WiFi

Network(SSID): **Fifth and Broadway Office**

| Password: **501Commerce!**

TUE, JAN. 28

All events from 8:00 a.m. to 4:15 p.m. at 501 Commerce, 11th Floor

• **8:00 – 9:00 a.m. Breakfast**

• **9:00 – 10:00 a.m. Education**

Health System Employer Benefits Trends and Strategies

This session will kick off with market insights into healthcare trend drivers and benefits and wellbeing strategies implemented or being considered by health system employers. We will review key themes and benchmarks from Aon's 2024 Benefits Survey of Hospitals, which covers the entire United States and provides insights from 157 health systems, representing over 1,500+ hospitals and 3.3+ million employees. Cost containment is top of mind for health system employers. We will review a value-led framework that can be applied to healthcare cost containment strategies that optimizes care, reduces ineffective spending, supports employees, and allow employers to invest in what matters.



OBJECTIVES

1. Understand trends shaping the future of benefits and wellbeing offerings backed by benchmarked data from Aon's Benefits Survey of Hospitals.
2. Learn how health systems are shaping and designing their future benefits offering to add value for employees while managing costs.
3. Learn about how a value-led healthcare framework can optimize care, reduce ineffective spending, and allow employers to invest in what matters.

Mary Clark
SVP, Healthcare Vertical Growth Leader, Health & Benefits Practice
Aon

Sheena Singh
SVP, National Healthcare Industry Vertical Leader, Health & Benefits Practice
Aon

• **10:10 – 10:55 a.m. Education**

Top 3 Health Benefit Strategies for Mayo Clinic and Houston Methodist

Houston Methodist and Mayo Clinic are two of the most awarded hospital/health systems over the past 100+ years, in the top 20 each year in U.S. News and World Report Best Hospitals Honor Roll. Attracting, retaining and engaging top healthcare talent is the key to success for all hospitals and these hospitals have created a culture of support not only for patients, but for employees. Health benefits are one of the most important rewards to this employee value proposition. Learn from Janay and Cheryl, benefit leaders at Houston Methodist and Mayo Clinic, the top three health benefit strategies for 2025 and beyond.



OBJECTIVES

1. Learn more about the overall benefit strategy from leading hospital health systems.

• **10:10 – 10:55 a.m. Education *continued***

2. Learn about the top three strategies for health benefits and why they made the top three.
3. Have a chance to interact, ask questions and participate in an open dialogue with top hospital benefit leaders.

Moderator:

Eric Parmenter, Ph.D., MBA, CEBS, SPHR
VP, Hospitals and Health Systems
Quantum Health

Panelists:

Janay Andrade, MBA
Dir. of Benefits and Physician Services
Houston Methodist Hospital

Cheryl Nienhaus, MBA, CEBS, PHR
Dir. of Health and Welfare Programs
Mayo Clinic

• **11:05 – 11:50 a.m. Education**

Next-Generation Mental Health: Breaking Traditions, Driving Impact

Health systems are evolving their approach to mental health benefits to meet their workforce’s growing and diverse needs and better support the communities they serve. These efforts foster healthier, more engaged caregivers by driving meaningful, measurable outcomes. This session will explore next-generation mental health benefits and discuss what it takes to go beyond traditional models, integrating cultural understanding, expanding access to care, and fostering healthier, more engaged teams.



Join industry leaders—Kari DuBro from Nationwide Children’s Hospital and Nicole Schell-Dreyer from UCHealth—as they share insights from their experiences redefining mental health strategies within their systems. Learn how they addressed cultural nuances, improved access to care, and built a strong financial case for mental health programs to support their diverse populations and drive measurable clinical and economic impact.

Whether your health system is reevaluating current mental health offerings or exploring new ways to support caregivers, this session will provide valuable guidance and actionable strategies to inspire meaningful change.

OBJECTIVES

1. Explore strategies for effectively presenting the value of mental health initiatives to finance teams, including financial impacts and the risks of inaction.
2. Understand the importance of culturally responsive care in creating equitable and accessible mental health solutions that support the well-being of your healthcare staff and their families.
3. Gain practical insights into innovative approaches that expand access, boost engagement, and foster resilience within caregivers while driving meaningful change.

Moderator:

Michael Hoppe
U.S. Healthcare Practice Leader
Lyra Health

Panelists:

Kari DuBro
Employee Wellness Program Manager
Nationwide Children’s Hospital

Nicole Schell-Dreyer, FACHE
VP, Total Rewards
UCHealth

Claire Stovall
Business Development Director
Lyra Health

Lisa Soucy
Business Development Director
Lyra Health

• **12:00 – 12:45 p.m. Education**

What Digital Health Programs Must Get Right to Drive “Triple Aim” Outcomes

Chronic musculoskeletal (MSK) pain among caregivers is prevalent and substantially impacts employee wellbeing. To address this reality, health systems often provide generous insurance coverage and access to domestic care. Yet MSK pain remains prevalent and persists as a top three cost for health system employee benefit plans.



• **12:00 – 12:45 p.m. Education** *continued*

Join our panel of health system benefit leaders to discuss how applying a Value-Led Benefits approach to this challenge is delivering uncommon results for their employees and their plan.

OBJECTIVES *This panel discussion will explore:*

1. What “Value-Led” objectives guided the strategy and priority when considering an MSK program.
2. What digital health programs must get right to drive sustainable care engagement, clinical, and cost outcomes.
3. Best practices for engaging members who will benefit the most from program participation.
4. Strategies for coordinating digital care with your existing benefit programs and domestically provided care.

Nick Palmer
RVP, Health Systems
Hinge Health

Charlie Toney
AVP, Employee Benefits
Lifepoint Health

Chad Pyle
RVP, Health Systems
Hinge Health

Teresa Tracy
Sr. Consultant, Rewards
Stanford Health Care

• **12:45 – 2:15 p.m. Lunch / Roundtable**

• **2:15 – 3:00 p.m. Education**

Breaking the Financial Wellness Paradox: How a Top 10 Hospital Is Helping Employees Who Need It Most

The paradox of employee financial wellbeing is clear: employees who are financially healthy have access to a wealth of financial wellness solutions, while those who are financially struggling—those who need help the most—are left without meaningful support. This gap costs hospital systems millions annually through higher turnover, absenteeism, safety incidents, healthcare costs, and decreased productivity.



Financially struggling employees, often living paycheck to paycheck, are focused on immediate needs—like paying for an unexpected medical bill, a car repair, or rent—not long-term retirement planning. Traditional financial wellness tools, like webinars and coaching, miss the mark for this group. Instead, they need relevant, safe financial solutions that address urgent challenges now, preventing a downward financial spiral.

In this engaging session, discover how a top 10 hospital system is addressing the real needs of their financially “sick” employees—who often make up 30% to 50% of the workforce. Learn how targeted financial navigation support not only improves employee well-being but also reduces costly turnover, mental stress, and absenteeism.

Equip your organization with actionable strategies to help employees bring their best selves to work every day. It’s time to bridge the financial wellbeing gap—and drive measurable results for your workforce and organization.

OBJECTIVES

1. Learn why a top 10 hospital system started with a financial care pilot before rolling out to their entire population.
2. Discuss how they leveraged their employee hardship fund to actually solve their employees’ toughest money challenges.
3. Hear about the metrics that resulted from helping financially sick employees - including lower turnover, more emergency savings and additional after-tax income.

Graham Chalfant
SVP, Employer Solutions
Brightside

Tom Mudd
VP of Sales
Brightside

• **3:10 – 3:55 p.m. Education**

Keeping Care In-House at Lifepoint Health

Lifepoint Health is a diversified healthcare delivery network comprised of more than 50,000 dedicated employees, 60 community hospital campuses, more than 60 rehabilitation and behavioral health hospitals and 250 additional sites of care, including managed acute rehabilitation units, outpatient centers and post-acute care facilities.

When it comes to managing its health plan for employees, like most hospital health plans, Lifepoint strives to keep as much care in house, called domestic utilization, as possible. Lifepoint uses its plan design through “tierage” and leverages care navigation and technology through “steerage” to increase in-system utilization. Learn from Ashleish Alexander how Lifepoint Health thinks about these levers to optimize its health benefit plans and keep more care in-house.

OBJECTIVES

1. Learn more about Lifepoint Health strategies to improve domestic utilization.
2. Learn about “tierage” and “steerage” levers with technology and human intervention to keep care in-house.
3. See a demonstration of the Care Finder tool powered by Embold Health with the power and flexibility to improve domestic utilization for hospital employee plans.

Moderator:

Eric Parmenter, Ph.D., MBA, CEBS, SPHR
VP, Hospitals and Health Systems
Quantum Health

Panelists:

Ashleish Alexander, MPA
Dir. of Employee Benefits
Lifepoint Health

Matthew Resnick, M.D., MPH
CMO, SVP of Health Plans
Embold Health

Laura MacDonald
VP, Strategic Partnerships
Embold Health



• **3:55 – 4:15 p.m. Debrief Topics / Open Forum**

• **4:15 – 6:15 p.m. Mental Refresh**

• **6:15 p.m. Walk to dinner venue** | *Meet at hotel lobby*

• **6:30 – 8:00 p.m. Dinner** | *The Standard (167 Rosa L. Parks Blvd, Nashville, TN 37203)*

WED, JAN. 29

All events in Lona (Lower level of the Noelle)

• **8:00 a.m. Breakfast**

• **9:00 – 10:00 a.m. Roundtable Discussion**

Pharmacy Benefit Management Strategies

Join us for an engaging and insightful roundtable discussion on the latest strategies in pharmacy benefit management (PBM), with a special focus on GLP-1 receptor agonists. Led by Aon’s Pharmacy Practice Leader, Phil DeNucci, we will discuss ways to stay ahead of the curve in PBM and make a positive impact on your workforce’s health.

• **10:00 – 10:30 a.m. Final Comments/Adjournment**

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