

Build Benefits that Matter: For a New Employee Value Proposition

August 9, 2023

7:30 A.M. - 12:00 P.M. CT

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Build Benefits that Matter: For a New Employee Value Proposition

Memphis, TN
Wednesday, August 9th, 2023

7:30 am

Registration/Exhibit Hall/Networking

8:15 am

Welcome

Cristie Travis, Co-CEO, HealthCareTN

8:30 am

Keynote Address: The New Employee Value Proposition

Adrienne Johnson, Principal & Tennessee Health & Benefits Managing Director, Mercer

9:00 am

Creating a Sense of Belonging & Supporting Well-Being: Behavioral Health

Phil Belcher, COO, HealthCareTN

Dawn Brown, Director, Cross-Cultural Innovation & Engagement, Office of Innovation, National Alliance on Mental Illness (NAMI)

Andrea Dowdy, DC, Director of Clinical Services, State of Tennessee Benefits Administration

9:45 am

Exhibit Hall/Networking

10:15 am

Creating a Sense of Belonging & Supporting Well-Being: Women's Health

Janet Choi, MD, Chief Medical Officer, Progyny

Sarah Dye, Senior Vice President: Oncology, Specialty, & Women's Health, Optum Health Solutions

Katie Schubert, President & CEO, Society for Women's Health Research

11:10 am

Engaging Employees to Achieve the Value Proposition

Tristan Harris, Senior Director of Pod Operations, Quantum Health

Karen Sones, SVP, Director of Corporate Benefits, Wellbeing, HR Operations & Systems, First Horizon

11:50 am

Closing Remarks/Door Prizes

Cristie Travis, Co-CEO, HealthCareTN

12:00 pm

Adjourn

Speakers

Adrienne Johnson



Adrienne Johnson is a Principal for Mercer Health & Benefits and leads the Tennessee H&B Practice, based in Nashville, TN. With over fifteen years of experience in the insurance and employee benefits industry, she works closely with clients to develop and execute strategies surrounding their benefit plans. Adrienne also serves as Mercer's Health Business Client Solutions Leader in the East market, a unique role within the firm dedicated to finding solutions to client needs in the health and benefits space and socializing those solutions amongst her peers in the practice.

Adrienne began her career as a benefits representative in Human Resources at a large public university. In that role, she was an advocate of the employee as she assisted through day-to-day program issues, new hire enrollments, qualified status changes, and premium collection. Prior to joining Mercer, she worked as an employee benefits analyst for a large insurance consulting firm in Seattle, WA, where she provided analytical support and expertise to multiple consultants on numerous accounts. She now has a lead role on a number of client teams, working to ensure the benefits strategy of each company aligns with that company's business goals. Recent client engagements have included benefits integration, strategy redesign, consumerism analyses, data analytics, and management of complex bidding and negotiations.

Adrienne graduated from the University of Florida with a Master's degree in Business Administration and specializations in Human Resources and Competitive Strategy. She is also licensed as a Life, Health and Variable Annuities agent. In her spare time, she volunteers as a Guardian ad Litem advocating for children in the foster care system. She is also a member of a non-profit board dedicated to finding a cure for Type 1 Diabetes, the Diabetes Research Institute Foundation.

Dawn Brown



Dawn Brown is the Director of the Cross-Cultural Innovation and Engagement Hub for the National Alliance on Mental Illness. Dawn leads a diverse team focused on expanding mental health education and suicide prevention into underrepresented, underserved, and faith communities; and the implementation of JEDI-CLAS principles and practices across the agency and their 650 chapters in 49 states. She is a mental health advocate, a DEI trainer and an international speaker on a mission to eradicate disparities and create mental health friendly, stigma free places of work, worship, and community. In addition to Dawn's role with NAMI, she is the mother of a daughter with a serious mental illness, a Diamond Life member of Delta Sigma Theta Sorority, Inc., and a member of the Suicide Prevention Hope Task Force for the City of Milpitas. Dawn is an avid runner who enjoys time with family and friends.

Speakers

Andrea Dowdy



Dr. Andrea Dowdy is the Director of Clinical Services with the State of Tennessee's division of Benefits Administration. The division administers the state of Tennessee-sponsored insurance benefits for 290,000 state, higher education, local education and local government employees, dependents and retirees. Their mission is to deliver comprehensive, affordable, dependable and sustainable benefits.

Dr. Dowdy has been in her role with Benefits Administration for over 9 years, developing, writing, and managing the medical and behavioral health contracts and advising on benefit design and the strategic direction of the health plans. Prior to Benefits Administration she worked for HP Enterprise services on the TennCare account performing compliance and contract management after almost 10 years in chiropractic practice.

Dr. Dowdy has her bachelor's degree in Anatomy and Doctor of Chiropractic from Parker University.

Janet Choi



Dr. Janet M. Choi is a board-certified reproductive endocrinologist and serves as the Chief Medical Officer for Progyny where she brings her expertise to ensure Progyny provides the highest quality fertility and family building services to our members and continues to raise the bar as the industry leader.

Dr. Choi has written, published, and lectured extensively on infertility, onco-fertility, and fertility preservation. She is an active member of the American Society for Reproductive Medicine, the American College of Obstetricians and Gynecologists, as well as the New York Obstetrical Society. She has been selected as one of *New York Magazine's Top Doctors* as well as a *New York Super Doctor* annually since 2018; a *Castle Connolly Exceptional Woman in Medicine* every year since 2019; and has been annually listed with *Castle Connolly's "Top Doctors"* since 2015.

Prior to Progyny, Dr. Choi was the medical director of CCRM New York for the last 7 years. Before CCRM, she was an assistant clinical professor in Obstetrics and Gynecology at Columbia University Medical Center and served as the Director of Onco-fertility and Co-Director of the Fertility Preservation Program.

Dr. Choi graduated Magna Cum Laude from Harvard University with an A.B. in English literature, and earned her medical degree and completed her residency in Obstetrics and Gynecology at Columbia University. She completed her sub-specialty fellowship in Reproductive Endocrinology and Infertility at Weill Cornell Medical College in New York.

Speakers

Sarah Dye



As Senior Vice President with Optum's Health Solution division, Sarah has responsibility for a comprehensive solution set that includes the Oncology, Specialty Pharmaceuticals and Women's Health programs. Sarah is passionate about these complicated conditions and how Optum can help ensure consumers receive quality care and support services to help them navigate a complicated system.

Sarah joined UnitedHealth Group in 2003 and held several other roles including leading Operations and Affordability with Optum International where she focused entirely on the Brazil health care market. Prior to Optum International, Sarah was Principal at UnitedHealth Group Ventures where she analyzed the market to identify new investment opportunities designed to create disruptive, positive change in the health care system.

Across her roles, Sarah uses her engineering training to perform root cause analysis to identify systemic issues in the health care and ultimately design new products to address these issues. She successfully developed and launched new products in oncology, women's health and orthopedics.

Sarah holds a bachelor's degree in industrial engineering from Iowa State University.

Katie Schubert



Kathryn (Katie) Schubert joined the Society for Women's Health Research (SWHR) as President and CEO in April 2020. Under Katie's leadership SWHR developed a strategic plan focused on fulfilling the organization's mission of promoting research on biological sex differences in disease and improving women's health through science, policy, and education. She previously worked for the Society for Maternal-Fetal Medicine (SMFM), where she served as the organization's chief advocacy officer, growing SMFM's role nationally and building its reputation in women's health.

Katie is a trusted leader and consensus builder among women's health stakeholders, particularly in the policy arena. She has served in multiple Board roles for nonprofit organizations in the Washington, DC- area, including as Chair of the Board of the Maternal Mental Health Leadership Alliance and as advisor to the John E. Lewy Fund for Children's Health. She is a past president of Women in Government Relations.

Prior to SMFM, Katie served as senior vice president at CRD Associates, where she advised clients— including nonprofit patient advocacy groups, medical professional organizations, and private companies— on government relations and public policy related to health and biomedical research issues, among others. She has also spent time working in key legislative roles on Capitol Hill. She received her BA from Mary Washington College and her Master of Public Policy from George Washington University. Katie lives in Virginia with her husband, three children, and dog George.

Speakers

Tristan Harris



As the Senior Director of Pod Operations, Tristan provides oversight for all Pod services, including both clinical and customer service functions. He currently serves in a consultative role for our in-force Client Support teams as well as our Sales team. Relying on 11 years of Operations experience with Quantum Health, he leads teams to strategic initiatives, ensuring an outstanding and consistent experience for our clients and members.

Tristan's extensive leadership background in the hospitality industry enhances his ability to lead and guide our teams to success. "I believe that having face-to-face customer service experience gives a very unique and valuable set of skills that are important in any service setting. Managing multi-faceted and interdisciplinary teams has been the experience I've leaned on the most at Quantum."

In his spare time, Tristan enjoys spending time with his wife and their two children. As if they don't keep him busy enough, he also competes in national tournaments for both poker and billiards, has multiple World Series of Poker cashes, and has competed in the US Amateur (Billiards) Tournament for the past 3 years. Whether he's at home or in the office, the pursuit of excellence is a constant in his life!

Karen Sones



Karen Sones is the Senior Vice President, Director of Corporate Benefits, Wellbeing and HR Operations at First Horizon Corporation, with 7,500+ associates operating in 12 states in the southeast. First Horizon recognizes their associates are the single greatest asset and is committed to making investments in the health and wellbeing for everyone in the First Horizon family, including their associates and their families.

With over 40 years of HR expertise in employee benefit design, compliance and administration, payroll, HR call center operations, benefits, compensation, HR systems and corporate insurance and risk management she is recognized as an innovative and inclusive thought leader with a proven ability to create a shared vision, develop and execute comprehensive strategies, driving meaningful organizational change.

She currently manages strategic projects in the areas of HR technology and operations, health care plan design, education, cost management, and leads First Horizon's strategic initiative to create and sustain a culture of health and wellbeing that is embedded in the company's culture.

She is a University of Memphis alumni, serves on the Board of Directors for HealthCareTN and enjoys spending time camping and boating with her family and grandkids.

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Align with other employers who understand they have the reasons, responsibilities and leverage to create a value-based healthcare market.



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Collaboration: Create **One Voice**

- Take an active role in collectively tackling industry pain points with other employers
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Changing the Conversation to **One Focus** of What Matters

- Focus on driving value into healthcare. HCTN is agile to the crisis of the moment; Steadfast to establish lasting improvements

Participation: **Leading Employers**

- Support employer fiduciary responsibilities with more confidence in dealing with vendors, providers, and brokers; Clarity in establishing strategic objectives
- Change the dialogue with your current and future vendors to establish priorities and expectations through HCTN educational meetings and benchmarking
- Access the knowledge of peers; breed intelligence and contribute to the knowledge of all
- Collaborate nationally and regionally to enhance your effectiveness achieving results across a broader footprint

HealthCareTN Founding Board of Directors

These directors:

- Represent the three grand divisions in Tennessee and a diversity of size, private/public sector, and industry.
- Have a passion for creating market reform through the collective voice of Tennessee employers, having been active in the state's business coalitions for years.
- Are innovative benefits leaders driving meaningful change in healthcare value for their employees and families.
- Represent organizations that care deeply about Tennessee and are invested in better health, better care and lower cost for our state's economic vitality.

Thank you to all of them for their guidance, support, and leadership in creating a successful HealthCareTN that provides meaningful value for our members and our state.



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Public Schools



Jay Arkle
Vice Chair, FedEx



Diana Morgan
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Cracker Barrel



Karen Sones
First Horizon



Christine Stickler
City of Knoxville

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2023

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Covenant Health
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FedEX
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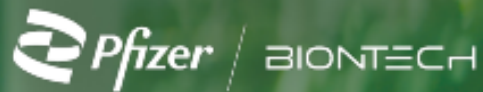
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