

Time	Session	Abstract	Speaker	Room
7:45 am - 8:45 am	Registration and Check-in, Breakfast			
9:00 am - 9:45 am	Jobs, Careers, and Money <i>Lockton</i>	Today's organizations strive to engage and retain talent while optimizing human capital spend. Career development and organizational effectiveness are top workforce priorities, but the two can conflict if not actively managed. Advancing employees without changes in operational needs can create title inflation, unnecessary compensation costs, and compliance risks. This presentation explores job architecture and career framework, seeking a balance that benefits organizations and their people.	Scott Kelly, VP, Principal Consultant at Lockton	Meridian A and Meridian B
9:45 am - 10:00 am	Break			
10:00 am - 10:45 am	Mental & Emotional Wellbeing: The Foundation of a High-Performing Workforce <i>Gallagher</i>	Employee mental and emotional wellbeing is a key driver of performance, engagement, and retention, yet many organizations still rely on fragmented, reactive programs. This session explores how HR leaders can build a proactive, integrated wellbeing strategy that strengthens resilience, enhances culture, and supports sustainable performance. Using employer case examples and workforce health data, participants will gain practical strategies to embed mental wellbeing into organizational culture, benefits, and performance planning.	Tonya Vyhlidal, M.Ed., CHPD Senior Wellbeing Consultant at Gallagher	Meridian A and Meridian B
10:45 am - 11:00 am	Break			
11:00 am - 11:45 pm	Designing Benefits That Work: How Employee Experience Insights and Technology Drive Smarter Decisions & Retention <i>Alight, Premise Health</i>	Leaders from Premise Health and Alight share how employee experience and modern technology can improve benefits strategy and retention. The session offers practical insights on using employee data, digital engagement, and integrated platforms to design benefits that drive engagement and strengthen talent outcomes.	Brent Whitaker, Alight Ashley DeVlieger, Premise Health	Meridian A and Meridian B
12:00 pm - 1:00 pm	Lunch Sponsored by Pinnacle Financial Partners			
1:00 pm - 1:15 pm	Break			
1:15 pm - 2:00 pm	2026 Employee Benefits Legal Update: Emerging Issues, Policy Shifts and Strategic Responses <i>Bass, Berry & Sims</i>	Join Bass, Berry & Sims attorneys Susie Bilbro and Mary Leigh Pirtle for a lively discussion covering recent legal developments affecting workplace operations for HR professionals, benefits administrators, and their legal teams. This session will address current regulatory and enforcement trends, including recent pharmacy benefit manager (PBM) reform efforts, the growing impact of GLP-1 medications on health plans, emerging litigation related to tobacco cessation programs, and new proposed independent contractor classification rules. Participants will gain practical insight into the legal considerations that are reshaping day-to-day workforce operations, and receive clear, actionable strategies to help organizations maintain compliance, proactively manage risk, and adequately respond to an evolving regulatory environment.	Mary Leigh Pirtle, Member at Bass Berry & Sims, and Susie Bilbro, Member at Bass Berry & Sims	Meridian A and Meridian B
2:00 pm - 2:15 pm	Break			
2:15 pm - 3:00 pm	10 Employer Best Practices for Creating a Caregiver-friendly Workplace <i>Agewell</i>	As more employees balance work with caregiving for aging loved ones, many do so quietly. In this practical session, Eldercare Coach Tiffany Mann shares 10 employer best practices for creating a caregiver-friendly workplace that supports both people and performance. Attendees will learn who working caregivers are, what support they need, and how empathy—embedded in policies, benefits, and manager practices—drives retention, productivity, and culture. You'll leave with actionable ideas, from flexible work and leave strategies to manager tools and dementia-aware accommodations, plus a clear blueprint to better support caregivers across your organization.	Tiffany Cloud-Mann, Elder Care Coach & Community Partner Manager at AgeWell	Meridian A and Meridian B
3:00 pm - 3:15 pm	Break			
3:15 pm - 4:00 pm	Global Mobility In Frame <i>TN Relocation Council</i>	This session provides a high-level overview of Global Mobility and its role within the broader employee benefits landscape. Attendees will gain an understanding of the mobility industry, its major components, and how global mobility supports talent attraction, retention, and workforce strategy. The session will also highlight the Tennessee Relocation Council's (TRC) role in delivering localized networking, education, and connection for Tennessee's Mobility, HR, and Talent communities, and how TRC aligns with its national governing body, WERC.	Lisa Fontana, Senior Strategic Account Executive - Rocket Mortgage, Current President of TRC Kristin Peterson, Senior Global Mobility Manager, Bridgestone Americas, VP of TRC Tyler Doole, Director of Business Development, Odyssey Relocation Management, Membership Chair of TRC	Meridian A and Meridian B
4:00 pm - 6:00 pm	Happy Hour Reception & Prizes			Terrace

