

» Orange County Chapter Newsletter

ORANGE COUNTY CHAPTER  APRIL 2018

MESSAGE FROM THE CHAPTER PRESIDENT

Dear Orange County FEI Members and Sponsors,

Well, the 2017-2018 FEI program year and my term as your President is coming quickly to an end. I want to thank the Board for all their hard work this year and we all look forward to another great year starting in September.



As we have done in the past, our final membership meeting will be our Annual Scholarship night where we recognize outstanding finance and accounting students from local universities. These individuals are the future leaders of both industry and hopefully FEI. This year, we are awarding \$16,000 in scholarships, made possible by our members' and sponsors' generous contributions at our holiday party auction, as well as through our Hamilton tickets sale.

The night will be closed with a presentation by Kevin Demoff, EVP of Football Operations/ COO of the Los Angeles Rams. Kevin will be discussing the Rams off-season and what it's like to run the operations of a NFL team. This is always a highly attended event, so get your reservations in early. Please join us on May 9th.

For those of you that missed our last dinner meeting, Scott Ullem, CFO of Edward Life Sciences, Inc. spoke on a relevant topic, "Expanding is Complicated: Managing the Complexity of Growth". Scott has graciously agreed to share his presentation with the FEI OC membership. [Click on this link to access it.](#)

Lastly, don't forget about our Annual Dinner and Theater event to be held on April 27th. This year we will be having dinner again at Leatherby's Café Rouge, and finishing the night with Andrew Lloyd Webber's "Love Never Dies". There are still a few tickets left, so please don't wait as you might miss out on this great event.

Fernando Saucedo
 President
 FEI – Orange County

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TODD AMY

CHAPTER ADMINISTRATOR

KATE AUGUSTA

occhapterfei@gmail.com

2018 *Save the Date*



FEI Orange County 2017-2018 Events Calendar				
Friday, April 27, 2018				
Event	Dinner and Theater Spouse Event- "Love Never Dies"			
Location	Leatherby's/Segerstrom Hall			
Wednesday, May 9, 2018				
Event	Professional Development Session		Event	Dinner Meeting
Location	Pacific Club (Newport Room)		Location	Pacific Club (La Jolla Room)
Topic	2017 Tax Cuts and Jobs Act; What you Need to Know		Topic	The Business of the NFL
	Sun Kim, Tax Director			
Speaker	Greg Stribos, Assurance Manager		Speaker	Kevin Demoff, COO
	Quin Dowell, Tax Director			LA Rams

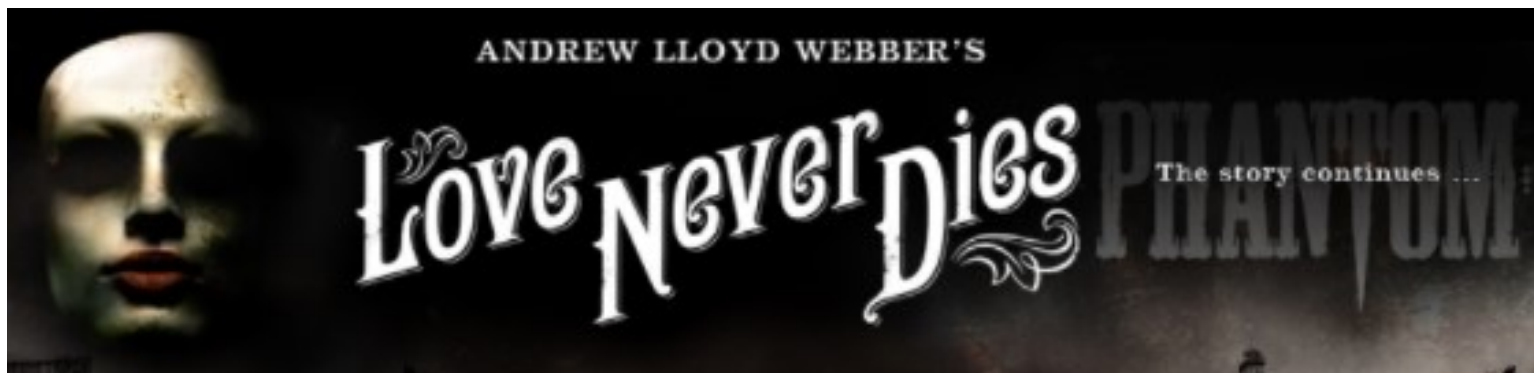
If you would like to have someone apply online [click here!](#)

2018 *programs*

DINNER AND A SHOW!

APRIL 27, 2018

Spouses Event! “Love Never Dies” & Dinner at Leatherby’s Café Rouge



Please join us for dinner and a night out at the theater!
Guests and spouses welcome to attend!

The ultimate love story continues in LOVE NEVER DIES, Andrew Lloyd Webber’s spellbinding sequel to The Phantom of the Opera. This story of boundless love, full of passion and drama, follows one of the most successful musicals of all time, which has now been seen by more than 130 million people worldwide and is the winner of over 50 international awards.

LOVE NEVER DIES is a dazzling new production, which takes audiences on a thrilling rollercoaster ride of intrigue, obsession and romance. Don’t miss this magnificent continuation of one of the world’s greatest love stories.

This event sells out every year, so reserve your space now!

****Please note that sponsors cannot register for this event online** Contact Kate Augusta to register occhapter-fei@gmail.com**

Location:

Dinner:

Leatherby's Cafe Rouge
615 Town Center Drive
Costa Mesa, CA

Love Never Dies:

Segerstrom Center for the Arts
600 Town Center Drive
Costa Mesa, CA

Time:

5:00 PM – Cocktails and Dinner
7:30 PM - Love Never Dies

Cost:

\$100 Per Person
All Sponsors get 1 free attendee

Cancellation Policy: Please send cancellations to oc@financialexecutives.org no later than 4/25/18

[Members Register Here!](#)

2018 *programs*



DINNER MEETING AT THE PACIFIC CLUB

MAY 9, 2018

FEI OC Scholarship Night! & “The Business of the NFL”



Our final membership meeting will be our Annual Scholarship night where we recognize outstanding finance and accounting students from local universities. These individuals are the future leaders of both industry and hopefully FEI. This year, we are awarding \$16,000 in scholarships, made possible by our members' and sponsors' generous contributions at our holiday party auction, as well as through our Hamilton tickets sale.

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[Register Here](#)

PD SESSION AT THE PACIFIC CLUB

MAY 9, 2018

“PD Session: 2017 Tax Cuts and Jobs Act; What You Need to Know”

Presented by: PWC

What You Will Learn:

The 2017 Tax Jobs and Cuts Act (2017 Act) is the largest overhaul of the U.S. tax code in 31 years, and the benefits should be broadly felt by organizations large and small as well as individuals. Successful implementation of the 2017 Act is expected to be a top priority for companies this year. During this session, we will discuss what tax reform means for your organization, individuals, lessons learned so far, and key takeaways to make the most of the new rules.

Speakers:

Sun Kim, Tax Director - Sun is a Tax Director in PwC's Southern California tax practice with over 20 years of public accounting experience serving private and public; U.S. and foreign based multi-national companies. Her specialties include US Corporate Tax - Domestic & Int'l, Income Tax Accounting & External Reporting.

Greg Stribos, Assurance Manager— Greg is an Assurance Manager with PwC Australia with a masters degree in accounting from the University of South Carolina Darla Moore School of Business.

Quin Dowell, Tax Director— Quin is a Tax Director with PwC's Southern California tax practice. Quin is the lead tax director on a variety of large multinational corporations (outbound and inbound) in the retail & consumer, industrial products, tech and services industries.

Cancellation Policy: Please send cancellations to oc@financialexecutives.org no later than May 7, 2018

[Register Here](#)

Welcome New Members!



Rob Chrono

Myles Payne

Carl Ellis

Michael Landman—Karny

2018 MARCH MADNESS WINNERS!

1ST PLACE & WISDOM CUP WINNER:

JIM HARRIGAN

2ND PLACE— EPHRAIM SMITH

3RD PLACE— SCOTT PARTRIDGE

4TH PLACE—DAVE QUIMBY

5TH PLACE—JEFF BADRTALEI

6TH PLACE—JIM TAYLOR

THANK YOU TO ALL WHO PARTICIPATED!

CAREER SERVICES *at your service*



“A QUICK NOTE FROM THE CAREER SERVICES CHAIR”

Committee Members

CAREER SERVICES
CO-CHAIRS

JEFF KANE

SCOTT PARTRIDGE

Effective Relationship Building for Leaders in Transition

Resources Global Professionals cordially invites you to attend this powerful event. Creating, maintaining and serving a wide network will lead to great business and personal rewards. And it really is all about building and valuing long term relationships and delivering value. But who is in your network? Who do you already know and how do you add to it?

When it comes to networking, the adage "build it before you need it" couldn't be truer. But the good news is you already have built it! Now learn how to uncover it! This meeting will help you understand what Networking really is, how to identify or uncover your own, already existing network, how to continually build on it and then how to nurture and maintain it.

Date: Friday May 11, 2018

Time: 8:15 AM Registration and Refreshments

8:30— 1:00 PM Program and Networking Lunch

Location: Resources Global

17101 Armstrong Ave. Suite 201

Irvine, CA 92614

Dress: Business Casual

Please RSVP by May 10, 2018 to Diana Hall 714.430.6525 or

Diana.hall@rgp.com

Hosted by:
Julie Featherstone
Director, Talent Management

*The FEI Orange County
Chapter now has a twitter!*

*Please follow us for all up to
the minute event information!*

@OCChapterFEI

Affinity Program Contact Info

Affinity Program	Program Description	Next Meeting Date	Meeting Place	Leader Name	Preferred Contact Method	Contact Information
Cigars and Bullshit	Meets occasionally for social conversation, drinks, cigars and bullshit	4/25/18	Bistango	Steve Kasprisin	Email	Skasprisin@magnaflow.com Work: (949) 858-5900 Cell: (949) 459-3910
Golf	Meets for golf and social interaction at golf courses in Orange County, generally on a weekend day.	5/20/2018	Varies	Jane Roth	Email	Jroth@seniorserv.org Work: (714) 229-3356 Cell: (909) 208-4964
Hiking	Meets for hiking and social interaction at hiking trails in and around Orange County	4/21/2018	Varies	Scott Partridge	Mobile	S3kpartridge@cox.net Cell: (949) 439-8385
Investment (Retirees)	Meet to discuss investment ideas, market conditions, allocation approaches and alternatives for individual investors. The group is limited to members and guests that are retired or soon to retire only.	4/25/2018	Strawberry Farms Golf Club	Bill Pavony	Email	bpavony@aol.com Work: (949) 497-8026 Cell: (949) 338-8615
Investment	Meet to discuss investment ideas, market conditions, allocation approaches and alternatives for individual investors.	TBD	Varies	Pratik Zaveri	Email	pratikzaveri@gmail.com
March Madness	A virtual group that meets online each March to compete against each other in a fun competition in connection with the NCAA Men's Division I Bracket Basketball Tournament	3/13/2018-4/2/2018 See details in the newsletter!	Virtual	Sean Nguyen	Email	longvy29@gmail.com
Scotch & Bourbon Tasting	Meets to sample a variety of premier Scotch or Bourbon and learn their story and origins	5/13/18 Meets every other month	Varies	Todd Amy	Email	toddeamy1@yahoo.com
Retirees	Meet for day trips to events and locations in and around LA and OC. The group is limited to members and guests that are retired or soon to retire only.	TBD	Varies	Sonny Dimascio	Email	sdimascio@aol.com
Wine Tasting	Meet for wine and appetizers or dinner at select locations in and around Orange County. Each event headcount will be restricted in number, when necessary, on a first come first registered basis.	5/15/2018 Meets every third month-next event in May	Varies	Brian Ruttencutter	Email	brianbbr1@gmail.com

Cigars and BS Event Pic!



Retired Members—Calendar

Wednesday, April 25, 2018	
Event	Investment Management Group Meeting
Location	Strawberry Farms Golf Club

TAKE A HIKE!



Four of us journeyed out into the fog on Saturday, March 10th in the morning at Seaview (yes, there was a view of the sea) Park in Laguna Niguel. We did bring a few umbrellas but alas, did not have to deploy them on the 1.5 hour hike. And the trail was dry. However, the fog did not allow for pictures. Thank you to everyone who came out!

The next hike will be on Saturday, April 21st on the south end of O'Neill Park. Those that hike that day are invited to a BBQ at the nearby home of Scott Partridge. Please RSVP for both the hike and the BBQ if you plan to join, and bring your own chair.

Details below:

Date	Saturday, April 21 (shooting for the 2nd Saturday of each month, this is an exception)
Time	8:30AM – 10:30AM
Location	Meet at Scott Partridge's Home Address will be provided when you RSVP to Scott
Terrain	Uneven/some steep hills
Distance	Approx. 4 miles
Level	Intermediate. Adults only
RSVP	By April 18, 2018 to Scott Partridge, FEI member and hiking group veteran s3kpartridge@cox.net 949-439-8385

Please bring water, sunscreen, lip balm, sunglasses, hat, and sturdy hiking shoes (hiking poles are optional).

Location:

Address will be provided by Scott upon RSVP

A Collaborative Workers' Compensation Approach Can Save You More



Do employees understand the workers' compensation system if they're injured? Do they know how their claims progress? Historically, the answer has been: Not really.

But many employers in recent years have come to see the benefits of a more collaborative and transparent workers' compensation process. The rationale is simple: Showing that you care about injured employees and communicating with them about their claims can contribute to better outcomes — including faster recovery for employees and lower costs for employers.

The traditional focus for employers in workers' compensation has been on keeping costs down — specifically, on reducing the number of days that injured workers would be away from the job and controlling medical expenses. But it's often become adversarial — and litigious.

So, over time, many employers have shifted to a more employee-centric advocacy model, which is defined by caring for employees and educating them on their safety and rights. The result: less contentious relationships between employees, employers, and claims adjusters, fewer instances of injured workers hiring attorneys, and lower claims costs.

There is no single element that defines a successful claims advocacy approach. But effective ones typically focus on three areas.

1. COMMUNICATION

Share information with employees well before the time of any injury. Make sure that if something happens, an employee knows how to report a claim, and stay in contact with that employee until the claim is closed. This can help ease an employee's stress following an injury and make the process less contentious. Communication methods can include phone calls, emails, get-well cards, letters, web portals, automated phone systems, and smartphone apps.

It's especially important to contact an injured or ill employee within 24 hours of an injury. Establishing early contact demonstrates that employers are genuinely concerned about their employees' well-being. Choosing simple and easy-to-understand language in all standard communications can ensure that the information provided is helpful. It also reinforces the message that employers care about injured employees.



2. EDUCATION

Start with frontline supervisors; in many cases, the person whom an employee tends to trust the most is his or her immediate manager. Make sure these supervisors know what to do in case of an injury.

Take the time to help key medical providers understand your return-to-work programs and make sure physicians receive copies of employees' pre-injury job descriptions. Also share with physicians descriptions of potential tasks employees may complete in transitional duty assignments they're given during their recovery.

Meanwhile, set the right tone with your claims handler, ensuring they understand how you want them to communicate with your injured workers.

And following an occupational injury, explain to an injured employee how the workers' compensation system works. Demystifying the roles of adjusters, nurse case managers, employers, and employees can be invaluable.

3. TRANSPARENCY

Keep injured workers updated about how their claims are progressing, which can be done in a variety of ways. For example, some employers use mobile apps to help workers understand how their claims are progressing.

STEPS EMPLOYERS CAN TAKE

Formal training for managers and supervisors can help make the workers' compensation process more collaborative between employer and employee. This training should help managers understand the cost and financial impact of losses or accidents, post-injury response, roles and responsibilities, reporting processes, medical management intervention, and return-to-work programs. Training should be conducted regularly, with periodic updates.

An employer should also get preferred medical providers involved. Occupational specialists often treat a significant portion of injured employees, so it's imperative that they be familiar with the workers' compensation system, reporting requirements, and return-to-work opportunities. A third-party administrator (TPA) or insurer can help identify preferred medical providers within approved networks and update them on return-to-work opportunities that are available to injured workers.

Many employers have realized significant benefits through a 24/7 nurse triage model, in which a nurse is available around the clock to help assess workplace injuries. Triage nurses, under this system, can help employees describe with precision how their injuries occurred. They ask questions that are easy to understand and answer. Using a combination of professional experience and sophisticated algorithms, nurses are better positioned than employees and supervisors to determine the level of care required. They can determine whether 911 calls should be made, if treatment by medical providers is required, or if self-care protocols such as ice and elevation are appropriate. If medical care is needed, nurses can also determine whether telemedicine is a viable option.

Although it's not necessarily a new concept for all employers, greater collaboration between employers and employees can contribute to better workers' compensation outcomes for both.

ADVOCATING FOR INJURED EMPLOYEES AT CENTURYLINK

Since 2016, CenturyLink has used an advocacy model that provides injured employees with the care they need and returns them to pre-injury status as quickly as possible. Ultimately, CenturyLink seeks to return these employees to work and physically restore their bodies to their status before their injuries.

An important component of CenturyLink's program is its full-time dedicated advocate, who makes contact with all injured workers on a regular basis. The advocate serves as a key point of contact for injured employees who have questions, including some that they don't feel comfortable asking claims examiners. In addition to improved employee satisfaction, a tangible benefit of this program has been a 70% to 80% reduction in litigation rates in the first 12 months.

CenturyLink's Advocacy Model in Action

An example of how CenturyLink's approach can contribute to better outcomes involves a 58-year-old technician who strained his back after slipping on a customer's stairs. Almost immediately after the injury, the employee was deemed unable to work; he ultimately was unable to work for 166 days while he underwent extensive physical therapy. CenturyLink's advocate stayed in contact with him throughout the claim and he eventually returned to full-time work.

According to the employee, "just getting calls from [the advocate], who is someone from CenturyLink, was priceless." He commended not only the advocate for her help, but also the entire team: the TPA, nurse case manager, and his supervisor.

While the technician had worked for other companies before, he had never had a positive experience like the one he had with the CenturyLink workers' compensation team. The injury changed his life in a positive way by helping him gain muscle strength in his abdomen and lose weight. Although he was anxious when the claim began, he was ultimately happy with the direction his recuperation took. In the end, the claim cost about \$43,000 and the employee did not hire an attorney.

ABOUT THIS BRIEFING

This report was prepared by Marsh's Workers' Compensation Center of Excellence.

MPACT® is Marsh's approach to helping clients assess and manage the five key elements of their total cost of casualty risk, and through which we provide an array of solutions to control and reduce them. MPACT® gives clients confidence that they have a strategy to achieve the most optimal results for their casualty programs. The MPACT® approach incorporates proprietary offerings from Marsh's Casualty and Claims Practices, Marsh Risk Consulting, and Marsh Global Analytics.

For more information on claims advocacy models, listen to the replay of our recent Workers' Compensation Center of Excellence webcast, [Adopting an Advocacy-Based Approach to Claims](#), or contact:

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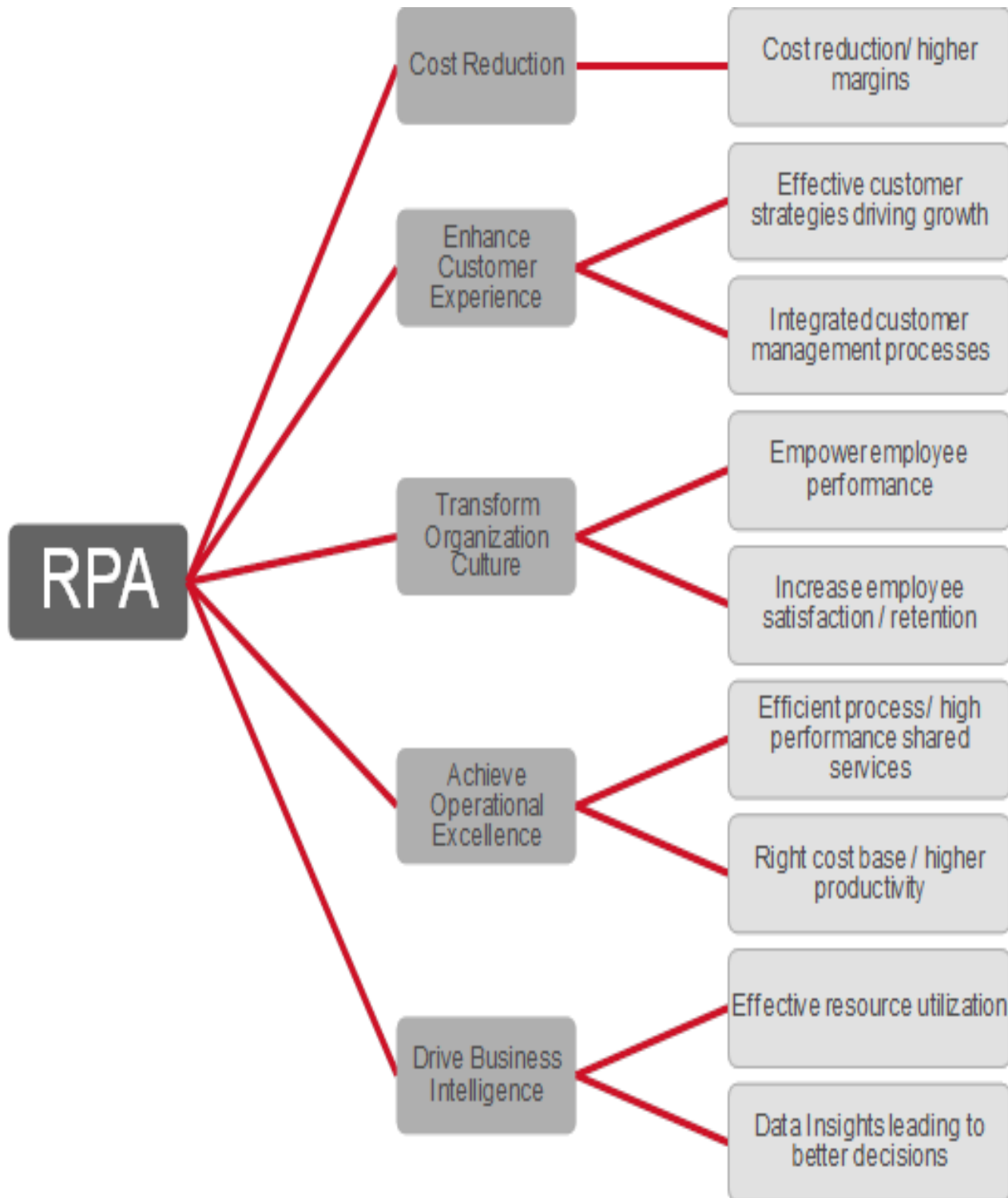
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HOW WILL ROBOTIC PROCESS AUTOMATION IMPACT YOUR BUSINESS?



HOW WILL ROBOTIC PROCESS AUTOMATION IMPACT YOUR BUSINESS?

As global economic conditions continue to put pressure on companies to innovate and reinvent themselves, Robotic Process Automation (RPA) is becoming a core part of next generation business models for companies across all industries.

RPA is not a physical “robot” but a configurable software (bot), that sits on top of a company’s existing IT infrastructure, pulling data, performing algorithms, and creating reports. RPA is an effective way to reduce operating costs and processing costs while increasing security.

RPA is applicable to all industries and corporate functions with varying levels of application for automation. It is a business transformation play first, and technology second. However, three things are key for automation:

High human intervention

Rules based data

Repetitive processes

Automation is an opportunity to reallocate manual resources to high value activities. RPA makes the most significant impact on manual work processes and helps combat high human error rates. Reduced costs, streamlined operations, and increased efficiency can create a platform for long-term growth.

As RPA begins to cause the same disruption the Internet caused to “brick and mortar” companies in the dot-com era, [RGP](#) can help you be in the forefront of this transformational shift.

If you are:

Determining the benefits of RPA for your organization

Assessing the maturity and readiness of your processes to be automated

Developing a roadmap and business case for RPA

Delivering RPA across your organization

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GOLD LEVEL

