SpencerFane

Spencer Fane Benefits Briefing: Legal Strategies for 2025 and Beyond

September 11, 2025
7:30 am CST - 12:00 pm CST
Fiorella's Event Space 9000 W 137th St Overland Park, KS 66221

This event has passed.

Join us for a half-day morning seminar where we'll explore the latest developments and legal considerations shaping employee benefits in 2025 and beyond. Designed for HR professionals, benefits administrators, and business leaders, this seminar will provide timely guidance on litigation trends, compliance updates, fiduciary responsibilities, and cybersecurity risks – equipping you with the insights needed to navigate today's complex benefits landscape with confidence.

7:30 a.m. – 8:30 a.m.	**Breakfast and Registration**
8:30 a.m. – 9:15 a.m.	**Lessons from Litigation: Protecting Your Plan and Plan Fiduciaries** In this session we discuss risks for employers and plan fiduciaries raised by recent court cases. We then outline steps employers and fiduciaries may wish to consider in order to lessen those risks. John Utz

Benefits Compliance Update: Review of Mandatory and Optional Benefit Changes for 2026

9:15 a.m. – 10:00 a.m.

This session focuses on new or modified employee benefits rules in 2026 impacting both health and welfare plans and retirement plans. These include changes in MHPAEA and HIPAA compliance for welfare plans and Roth catch-up contributions and other SECURE 2.0 changes applicable to retirement plans.

Daniel Lacomis
Julia Vander Weele

10:00 a.m. – 10:15 a.m.

Break

In Search of Prudence: How to Create and Operate a Fiduciary Committee

10:15 a.m. – 11:00 a.m.

The committee structure is now a standard governance practice for fiduciaries of both retirement and health plans. But what should the committee look like, and how should it actually function? In this session we discuss best – and worst – practices in creating and operating your fiduciary committee.

Greg Ash

Cyber Governance, Compliance, and Risk Management

11:00 a.m. – 11:45 a.m.

This session focuses on identifying cybersecurity risks for benefits professionals and how to mitigate those risks. It includes a discussion of the latest ransomware and phishing schemes, ERISA fiduciary considerations, and federal and state compliance requirements.

Shawn Tuma