



HOSTED BY MUTUAL OF AMERICA FINANCIAL GROUP

Wednesday, May 22, 2024

Day One - Compensation Focus

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| 8:30 a.m. – 9:30 a.m.                | Registration & Continental Breakfast Provided              |  |
| 9:30 a.m. – 10:00 a.m.               | Host Welcome, Introductions, and Summit Overview           |  |
| Session 1<br>10:00 a.m. – 10:30 a.m. | Compensation Fundamentals                                  | Setting the stage and framework for comprehensive compensation strategies.   |
| 10:30 a.m.- 10:45 a.m.               | Break  |  |
| Session 2<br>10:45 a.m. – 12:00 p.m. | Compensation: Law and Regulations                          | How do sovereignty and self-determination factor into compensation strategy?<br><br>Applicable federal law and tribal codes that guide how we compensate employees.  |
| LUNCH<br>12:00 p.m.- 1:15 p.m.       | Lunch provided by NNAHRA<br>NY Deli Style                  |  |
| Session 3<br>1:30 p.m. – 2:30 p.m.   | Compensation Surveys and Studies:<br>What Right Looks Like | What an effective survey looks like Review a comprehensive survey and how to apply the data to salary grades, comp systems, etc.<br><br>Survey or Study: What is the difference and why both may be needed?<br><br>Review and share resources for RFP development. |
| 2:30 p.m. – 2:45 p.m.                | Break  |  |
| Session 4<br>2:45 p.m.- 3:45 p.m.    | Compensation Best Practices                                | <ul style="list-style-type: none"><li>• Pay Equity Assessments</li><li>• Governance Compensation</li><li>• Executive Pay Practices</li><li>• 1099; Contractor &amp; Stipend Compensation</li><li>• Tabletop Conversations</li></ul>                                |
| 3:45 p.m. – 4:30 p.m.                | Day One Wrap – Your Next Steps                             |  |
| 4:30 p.m. – 6:00 p.m.                | Reception – Location TBA                                   |  |

Evening Events – Details to be shared!

Group Events may include a Broadway Play, a Guided/Driving Tour of New York, or, a Walking/Gastro Tour of NY Dining.

**Thursday, May 23, 2024**

## Day Two – Benefits Focus

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|---|--|---|
| 8:30 a.m. – 9:00 a.m.                       | <b>Continental Breakfast Provided</b>              |   |
| <b>Session 1</b><br>9:00 a.m. – 9:30 a.m.   | <b>Benefit Fundamentals</b>                        | How do sovereignty and self-determination factor into a benefits strategy?  |
| <b>Session 2</b><br>9:30 a.m. – 10:30 a.m.  | <b>Benefits: Laws &amp; Regulations</b>            | Applicable federal laws and tribal codes that guide how we offer benefits to employees.   |
| 10:30 a.m.- 10:45 a.m.                      | <b>Break</b>                                       |   |
| <b>Session 3</b><br>10:45 a.m. – 12:00 p.m. | <b>Planned Savings/Retirement Benefits</b>         | An overview of the regulations, costs, and benefits of an effective and inclusive program.  |
| <b>LUNCH</b><br>12:00 p.m.- 1:15 p.m.       | <b>Lunch provided by NNAHRA<br/>NY Style Pizza</b> |   |
| <b>Session 4</b><br>1:15 p.m. – 2:30 p.m.   | <b>Health/Life/Ancillary/RX Benefits</b>           | Selecting a broker/carrier that fits your Tribal Government and Enterprises. RDP development, solicitation, and selection resources reviewed and shared.<br>RFP development, solicitation, and selection resources reviewed and shared. |
| <b>Session 5</b><br>2:45 p.m. – 4:15 p.m.   | <b>Benefits Best Practices</b>                     | A checklist approach in renewing and discussion of benefits to acquire and retain talent.   |
| <b>Closing</b><br>4:15 p.m.- 4:30 p.m.      | <b>Summit Closing</b>                              |   |

*\*Please note that schedule, topics, or speakers may be subject to change.*

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