



March 2022

ISCEBS RICHMOND CHAPTER NEWSLETTER

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President's Message

If the past couple of years have shown us anything, it's the importance of empathy, resilience, and ingenuity that we bring to our profession and the people we serve and encounter every day in the workplace and our communities. What started as a lockdown and sudden shift to remote work for many in March 2020 sparked the increasing need to stay connected, rethink how we live and work, reevaluate priorities, and find the best solution that balances the needs and expectations of all in this ever-changing environment.

Now, as we turn towards spring 2022 and begin to see a lifting of the restrictions and mandates put in place over the past two years, some of you are perhaps starting to refamiliarize yourselves with navigating a return to the office, attending or hosting in-person meetings, and participating in large group conferences and events. Although its likely we won't fully ditch the use of Zoom or other video conference platforms, I would like to think that we are anxiously excited about the prospect of reconnecting and reengaging with friends and peers as we set out to discover and chart the ever-evolving landscape of employee benefits.

To paraphrase Charles Dickens' *A Tale of Two Cities*, "it was the best of times, it was the [challenging] of times." It is indeed an exciting time to be in the employee benefits industry. If anything, you, like so many others, have shown how adaptable, flexible, and resilient you can be in uncertain times. It is also quite telling how disruptive the past two years have been on both our personal lives and professional careers and the way we socialize and interact with each other, and the importance and benefit of being able to do so.

My focus this year is to foster a spirit of reengaging and reconnecting with many of you and to provide opportunities for us to do just that. My personal mantra is simply to *reconnect, recruit, rebuild!* The Richmond Chapter, like many others across the U.S. and Canada, faces challenges that began before Covid, but nonetheless were magnified by the pandemic.

With that, I am pleased to announce that we will be hosting a virtual education event on May 5th with Kristin Henshaw from Mercer joining us to report on their annual survey results. See the Upcoming 2022 Events section for more information. We will also look to plan an in-person chapter social event in June and will explore other opportunities to learn and network in the fall.

Finally, I want to thank the following people for all their contributions to the Richmond Chapter: Sarah Faulkner, Brittany Sims, Susan Woodward, Nick Ciccolo, Bonnie Dean, and Craig Rupert. We could not provide the events we do without all the volunteers that step up and give their time and ideas. If you are interested in joining the board, please reach out to one of us, we would love to have you! Also, as a reminder, if you have not already done so, please renew your membership today! These funds help us host seminars and events during the year. Thank you.

Sincerely,

Peter Thompson Jr., CEBS
President, Richmond Chapter ISCEBS

Upcoming 2022 Events

Dates and Times	Topic	Venue
May 5, 2022 9:00 – 10:00 a.m. ET	Mercer Annual Survey Presenter: Kristin Henshaw, CEBS, GBDS	Virtual Event Click here to register
TBD – June 2022	Chapter Social	TBD
August 7-10, 2022	Annual ISCEBS Symposium	Toronto, ON, Canada

Membership Update

As of today, the Richmond Chapter has **22 members!**

Our chapter appreciates the continued support of those who have renewed their memberships for 2022. We also ask you to spread the word about our chapter! Current members are encouraged to invite friends and colleagues to upcoming education events as a personal invitation is usually more meaningful. It's also nice to attend a session if you know there will be one familiar face in the room! **If you have any questions about the benefits of membership, please contact Susan Woodward at Susan.Woodward@swedishmatch.com.**

ISCEBS Online Education

E-Learning courses, webcasts, and online certificate programs are a few of the online training options available for general and specific areas within the employee benefits arena that are offered through ISCEBS. These training options cover the latest trends and regulations and include courses on health care, retirement, and benefits compliance.

If you're looking for some free benefits education opportunities, check out the ISCEBS webcasts, which are available at no charge to members. The webcasts are presented live, then recorded and available on-demand. Click [here](#) for a list of upcoming ISCEBS webcasts.

Upcoming ISCEBS webcasts include the following:

- **Innovation and the Future of Remote/Hybrid Work** – April 5, 2022, 4:00-5:30 p.m. ET. Register [here](#).
- **Out-of-State Remote Work Challenges – Legal Considerations, Payroll, Leave Management** – April 7, 2022, 3:30-4:45 p.m. ET. Register [here](#).

Richmond Completers

The Richmond Chapter ISCEBS would like to congratulate and acknowledge the following individuals on passing an exam and taking the next steps to achieve their CEBS® or specialty designation:

Velda Baglieri
Verlee Bishop
Jamie Crowder
Seema DeFilippo
Karen Fleming
Wanda Gardner

Catherine Garrett
Gina Hemperley
Josue Rivera-Orellano
Lindsay Swan
Kimberly Walker
Tyvelle Williams

Students who successfully complete at least one exam are eligible to join the society and local chapter. To learn more about all the benefits of joining the International Foundation of Employee Benefits Plan, click [here](#) for more information.

CEBS Compliance

CEBS Compliance status is a formal recognition of the ongoing, career-long professional development that CEBS graduates maintain to best serve their plan participants, employers, and other stakeholders. CEBS Compliance means you are a leader in the profession.

It means that the professional development activities you are already doing—for professional enrichment, to maintain a license or designation, or just to stay up-to-date—can be formally recognized for contributing to the professional currency that CEBS graduates are known for.

Maintaining CEBS Compliance status helps you keep your professional skills sharp. It upholds the reputation of the CEBS designation and the community of benefits professionals who have earned it.

As a Society member, you have access to a variety of educational activities that you can apply towards CEBS Compliance. Visit www.cebs.org/compliance to learn more about CEBS Compliance. Familiarity with this information will help you be sure you're earning and reporting your credits correctly.

Questions? Contact CEBS at cebsce@ifebp.org or 800-449-2327, option 3.

Member Spotlight

Brittany Sims

2022 ISCEBS Richmond Chapter
Sponsorship Chair**Current Employer:** Mercer**Background:** While at a small liberal arts college outside of Lexington, KY I majored in accounting and had various internships with nonprofits and local government. Public accounting wasn't for me, but I found my after-college calling as a Program Director of a community tax program offered by a small nonprofit in Louisville, KY. I spent 4 years in Louisville and then made the decision to move to Richmond with my now-husband for his pediatrics residency at VCU Health. Richmond has brought us both many great friends and opportunities for growth and development.**Favorite Richmond restaurants:** There's so many to choose from! I love Sabai, Union Market, Tulsi, Triple Crossing, and Riverbend Coffee.**Activities, Interests:** We love all of the outdoor activities that Richmond has to offer. My husband and I have always enjoyed hiking together and we love getting out on the local trails and heading out to the mountains when we get the chance. We've also picked up some new hobbies including biking and climbing! We also love taking weekend trips to visit our families back in KY and to visit friends. When traveling we love checking out the local breweries and museums!**What got you into the benefits field?** When I was preparing to move to Richmond I knew that I wanted to find a role at a larger organization that would give me the opportunity to grow personally and professionally. I also knew that I wanted to find colleagues with similar core values but very different backgrounds and experiences. Mercer was a perfect fit, and still is today!**How has the CEBS designation helped you?** I've only taken one CEBS exam so far and it was rigorous and time-consuming and a great learning experience. I'm looking forward to challenging myself as I continue to work through the rest of the exams.