



LIC Human Resources Meeting

Hosted by 5Star Life
Alexandria, VA
March 6-7, 2024



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Thank You To Our Host



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Welcome!



Dean Lambert
Executive Director, LIC



Audrey Wittenburg, ACS, ALMI
Director of Operations, LIC

Facilitators



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Improving Performance Through Shared Excellence

Meeting purpose:

- Network and share best practices with executives at other smaller companies
- Network with vendors and industry experts who have an interest and appreciation for working with small companies

This meeting will be successful if:

- Everyone's questions are answered
- Any unanswered questions have a commitment for follow up
- Everyone learns something they didn't know before



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Thank you to our meeting sponsors



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Today's agenda

- 2:00 pm **Welcome and Attendee Introductions**
- 2:30 pm **Facilitated Discussion**
Your submitted topics
- 3:30 pm **Learning & Professional Development Opportunities**
Chris Atkins, Member Solutions Director,
LIMRA and LOMA
- 4:00 pm **Adjourn for the Day**
- 6:30 pm **Hosted Networking Dinner:**
Jula's On the Potomac



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Attendee Introductions



5Star Life Insurance Company
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Senior Vice President, Human Resources
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American Savings Life Insurance Company
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BetterLife
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Catholic Life Insurance
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Catholic Order of Foresters
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FCSLA Life
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Jacobson
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Managing Director
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LIMRA and LOMA
Chris Atkins, FLMI, ACS, ARA, AIRC ([Remote](#))
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SPJST
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Toronto Police Widows and Orphans Fund
Sylvie Karr, FLMI, AAPA, ACS, CEBS, Fellow
ISCEBS, MTMS, CRM ([Remote](#))
CEO and President
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Open Up Your Smartphone Browser

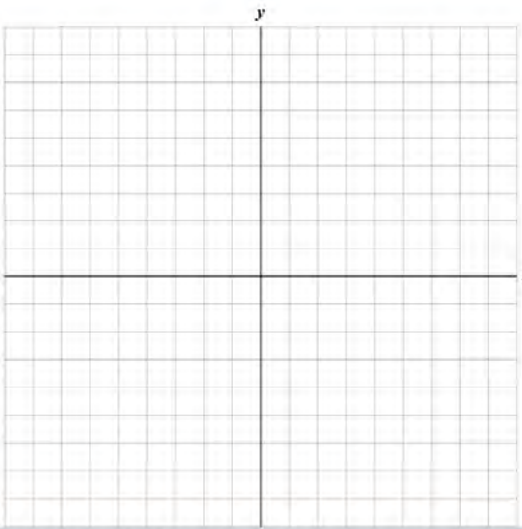
Live Polling Coming Up

www.pollev.com/LICMeets



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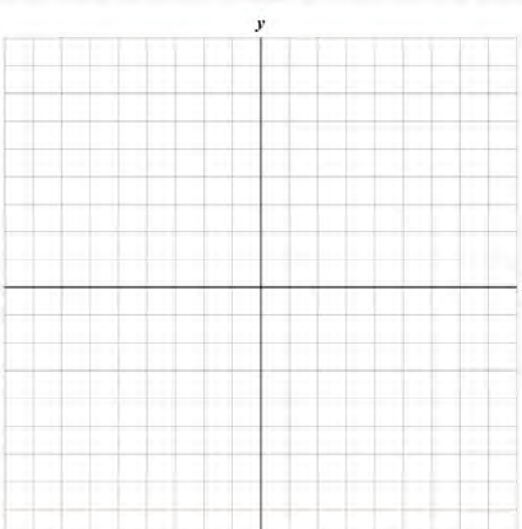
Rate MANAGING REMOTE WORK in terms of urgency and importance. X = urgency (right quadrants are most urgent) and Y = importance (top quadrants are most important). 👍 0



Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

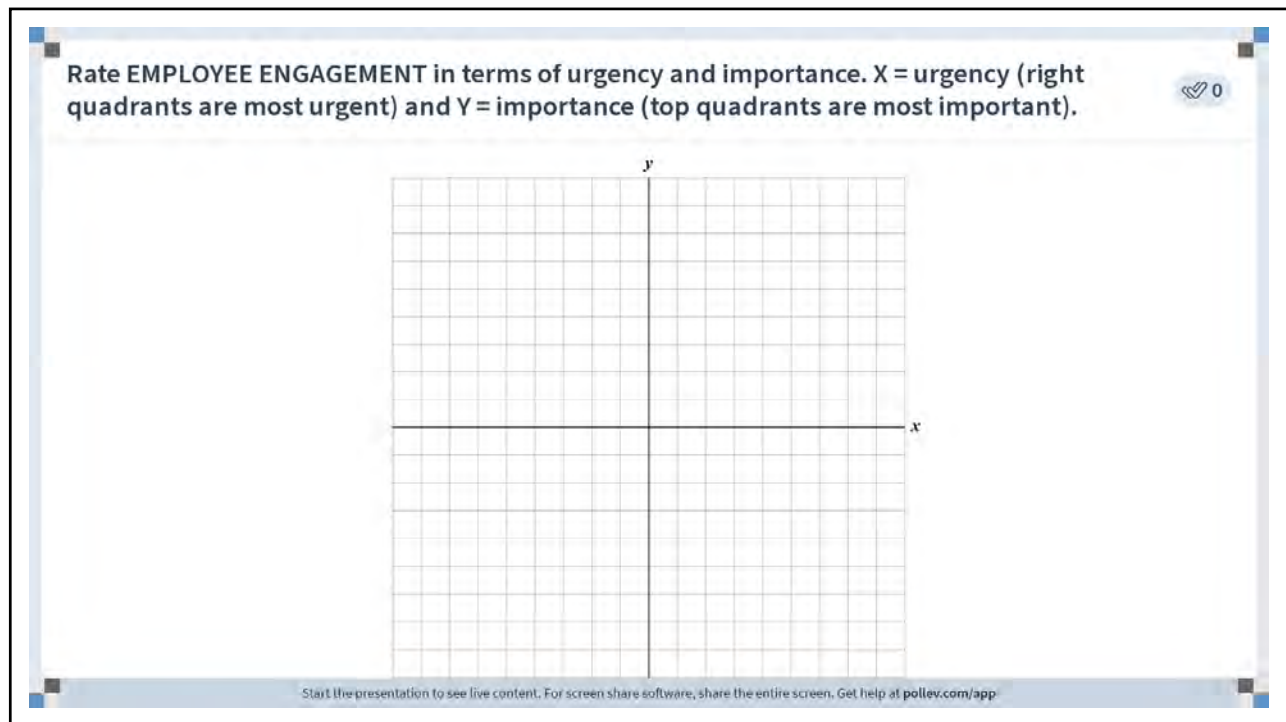
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Rate STAFF DEVELOPMENT in terms of urgency and importance. X = urgency (right quadrants are most urgent) and Y = importance (top quadrants are most important). 👍 0

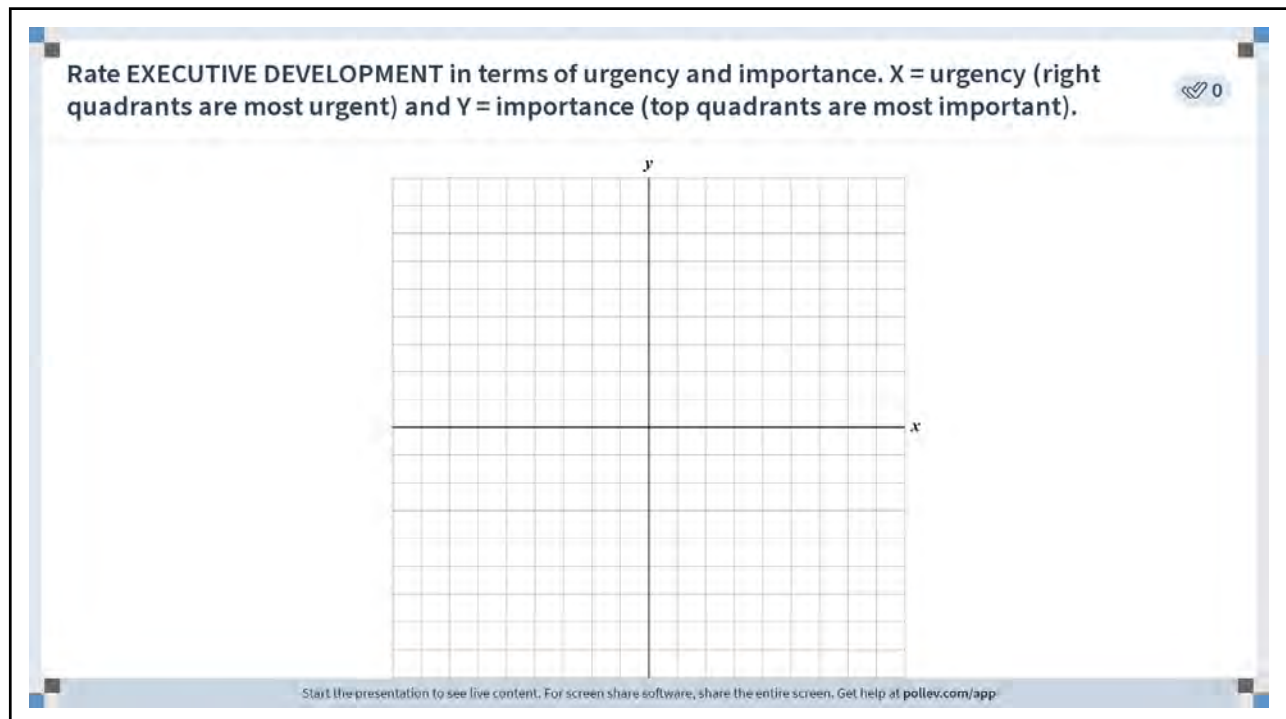


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Facilitated discussion requested topics

Learning & Development

Employee Engagement & Retention

Remote Work/Hybrid Work

- How do you get value out of having people come into the office? (Holly Nauman)
- How do you provide value to people coming in, and how do you motivate them to come in? (Holly Nauman)

Compensation

- FLSA Exempt Salary Changes (Sylvi Karr)
- How to make staff meetings more effective (Holly Nauman)



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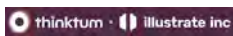
End of Day One

Tonight:

6:30 pm **Networking Dinner:**
Jula's On the Potomac

THANK YOU for a great day!

*Grateful for our meeting
sponsors!*



Tomorrow:

8:30 am **Continental Breakfast Hosted by AFBA/5Star Life**

9:00 am **Talent Challenges in Today's Labor Market**
Jack Walsh, Managing Director, Jacobson Group

10:00 am **Learning & Development Opportunities**
Facilitated discussion

11:30 am **Networking Luncheon Hosted by AFBA/5Star Life**
Questions for our presenters

12:30 pm **Adjourn**



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