



The Pacific Northwest Chapter of the  
International Society of  
Certified Employee Benefit Specialists



## Benefits Bootcamp Employee Benefits 101

Wednesday, January 30 | 7:30 a.m. – 12:30 p.m.  
Mercer | 111 SW Columbia Street | Portland, OR

\$50 – PNW ISCEBS Chapter, PHRMA, SW SHRM, WP&BC Members  
\$75 – Non-member/Guests  
\$25 – College Student

[Register online](#)

*We appreciate your registration by January 28, 2019*

This course is designed for participants new to the employee benefits field, human resource generalists looking to develop more in depth knowledge in benefits, and college students interested in the HR/employee benefits field. Benefits Boot Camp is a half-day event featuring lecture style learning. Participants will learn about why employers offer employee benefits, program design across all benefit types, core local and national insurance carriers and vendors, funding and contribution strategies, the changing marketplace for benefits, and compliance/healthcare reform.

Our presenters will discuss:

- Why Employers Offer Benefits
- A Brief History of Employee Benefits
- Medical Program Design / Networks / Funding
- Other Lines of Coverage, from Dental to Disability
- Compliance – Section 125, ERISA, COBRA, HIPAA
- Reform – Affordable Care Act

#### EVENT SCHEDULE

7:30 – 8:00 Networking & Breakfast  
8:00 – 12:00 Program Presentation

PORTLAND, OREGON EVENT

Sponsored By:



**Professional Development Credits available by attending this session**



Qualifies for 4 CEBS continuing professional education (CPE) credits



Requested 4 Recertification Credit Hour through HR Certification Institute® (HRCI®)



Requested 4 PDC toward SHRM-CP and SHRM-SCP recertification



Requested 4 CE credits through Oregon Insurance Licensing Dept

Event Contact: Mary Fleming | [maryflemingphr@yahoo.com](mailto:maryflemingphr@yahoo.com) | 914-584-3588



## The Pacific Northwest Chapter of the International Society of Certified Employee Benefit Specialists



**Speaker:** Kirk Czonstka, GBA | Mercer, Principal | Office Business Leader, Portland, OR

Kirk Czonstka serves as the Office Business Leader in Mercer's Portland office. In this role, he is responsible for client management, business development, operational management and people development for Oregon. He joined Mercer's Portland office after spending 12 years in Mercer's Philadelphia office.

Prior to this role, Kirk served in a variety of roles that included business development across Mercer's health, wealth and career lines of business, managing and evolving Mercer's national private exchange product offering, serving as a senior resource within Mercer's US carrier relations organization, and providing health and welfare program consulting to large and jumbo employers both within and outside of the Philadelphia region.

He joined Mercer Philadelphia office in May 2006, following receipt of his BBA in Risk Management & Insurance from Temple University, where he graduated Magna Cum Laude. He is an active member of Pacific Northwest chapter of ISCEBS.

**Speaker:** Manuel Mendoza, JD | USI West, Vice President | Benefits Counsel

Based in USI's Portland office, Manuel serves as the In-House ERISA Counsel for USI's Northwest region, advising the employee benefits practice group. He provides counsel and guidance on compliance issues affecting health and welfare plans, including interpreting and communicating technical information on topics like PPACA, ERISA, HIPAA, FMLA and the IRC.

His previous position was with the U.S. Department of Labor Employee Benefits Security Administration, conducting investigations of employee benefit plans, sponsors and service providers.

Prior to his time with the DOL, Manuel was with a law firm in Orange County, CA in the employment law practice area, focusing primarily on wage and hour class action lawsuits and discrimination litigation. Manuel graduated with a JD from Chapman University, Dale E. Fowler School of Law and is a licensed attorney in the state of California.

**Speaker:** Jessica Carbullido | Columbia Sportswear | VP, Total Rewards and Talent Operations

Jessica Carbullido joined Columbia Sportswear Company in February 2018. Prior to joining Columbia, Jessica held several HR leadership roles, including Second Vice President, Total Rewards at The Standard and Head of Total Rewards and HR Operations at Puppet, Inc. She began her career at Con-way Inc. (now XPO Logistics), where she progressed through numerous roles within Finance, Facilities, IT, and HR before assuming a senior management role as Senior Director, Compensation.

Jessica has a passion for total rewards and building the comprehensive employee experience that supports a company's business strategy while driving employees to love where they work. Jessica holds a Certified Equity Professional Certification from Santa Clara University and the Global Remuneration Professional, Certified Compensation Professional, and Certified Executive Compensation Professional certifications from World at Work.