

## COWDEN TIMES

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## [Cowden News](#)

### [ACA Compliance Bulletin: DOJ Supports Federal Court Ruling Invalidating the ACA](#)

In December 2018, a federal judge ruled that the entire Affordable Care Act (ACA) is invalid due to the elimination of the individual mandate in 2019. Following this ruling, the judge issued a stay and partial final judgement, thus allowing the ACA to remain in place pending an appeal. Recently, the Department of Justice (DOJ) filed a letter agreeing with the court's ruling. This letter is only a response to the initial ruling and does not

have an effect until all responses and appeals are submitted in mid-May 2019. Following this, oral arguments will be scheduled which will be followed by a decision on the appeal. However, many people believe this case will likely be taken up by the Supreme Court. This “ACA Compliance Bulletin” provides an overview of the court case and the effect the ruling has on the ACA.

Contact your Cowden [representative](#) for more information on this or other compliance issues.

[Read Compliance Bulletin](#)

## [Compliance Bulletin: HHS Extends Transition Policy for Non-ACA Compliance Health Plans](#)

The Department of Health and Human Services (HHS) recently announced an extension to the existing transition policy for “grandmothered plans,” meaning those health plans that do not comply with the Affordable Care Act (ACA). These grandmothered plans in the individual and small business market that were originally renewed under the transition relief policy announced in 2013, may now be eligible for this most recent extension if the plan’s policy year begins on or before October 1, 2020. This recent extension also includes notice that all grandmothered plans must come into compliance with relevant requirements by January 1, 2021. This “ACA Compliance Bulletin” provides a good explanation of the background and effect of this extension, along with an explanation of the state’s influence on the update.

Contact your Cowden [representative](#) for more information on this or other compliance issues.

[Read the Compliance Bulletin](#)

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## [Cowden Supports the Father’s Day Pledge, an initiative to speak out to end domestic and sexual violence.](#)

Cowden once again supported the Father’s Day Pledge. Here are ways that you can join Cowden in supporting the Pledge:

- Watch this [2 minute video](#) of local men, talking about why men need to be involved in ending violence against women and girls.

- [Sign the Pledge](#). Your name will be added to a growing list of supporters in PA, and you'll get tips and information about prevention and "living the pledge" all year.
- Join Southwest PA Says NO MORE and local leaders on **Thursday, June 13 at Noon for the Fifth Annual Father's Day Pledge Ceremony in downtown Pittsburgh**. This is an invitation to the public to take the pledge to end gender violence. [Full details and registration here](#).

Learn more at [southwestpasaysnomore.org](http://southwestpasaysnomore.org).



## **World at Work 2019 Executive Compensation Forum**

Cowden is proud to sponsor the WorldatWork2019 Executive Compensation Forum. We hope you'll join us in Denver, July 28-30 for all the latest developments in Executive Compensation and exceptional networking opportunities.

During the forum, Cowden President/CEO Elliot N. Dinkin will present "**Don't Tip the Scales: Balancing Compensation Parity and Human Capital**," sharing recommendations on how to carefully navigate the path for demonstrating good stewardship.

Founded in the United States in 1955, today WorldatWork serves total rewards professionals throughout the world working in organizations of all sizes and structures. The organization's mission is to serve, educate, and inspire those who reward and engage the workforce.

For details and registration, visit: <https://www.worldatwork.org/events/2019-executive-compensation-forum/>



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## Industry News

### How to Address Underfunded Pension Plans

**State and local governments sponsor nearly 4,000 pension** plans that cover almost 20 million retirees, employees and former employees who have not yet claimed benefits. The vast majority of full-time state and local government employees participate in a defined benefit (DB) pension plan in which pension benefits are typically determined by a formula based on the employee's salary history and years of service. Estimates of unfunded municipal pension liabilities are approximately \$1 trillion, based on current accounting rules, while other estimates, using risk-adjusted interest rates, peg the amount at between \$3 trillion and \$4 trillion.

[Share your thoughts!](#)

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## Meet Our Team

Our team consists of 24 employees and in each newsletter, we take the time to highlight some of them. To see our entire team [click here.](#)

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## **Christian Slates Analyst**

**What's one thing you couldn't live without?** Cheese.

**What is your favorite thing to do?** Hang out by a pool while listening to music.

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## **Frank Canonico Director, Retirement and Actuarial Services**

**What's one thing you couldn't live without?** My dog.

**What is your favorite thing to do?** I love taking long walks.

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## **Bob Crnjarich, EA, FCA, MAAA Senior Vice President, Retirement and Actuarial Services**

**What's one thing you couldn't live without?** Unfortunately, in this day and age, I couldn't live without my phone.

**What is your favorite thing to do?** Golf.

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## **Elliot N. Dinkin President/ CEO**

**What's one thing you couldn't live without?** My family.

**What is your favorite thing to do?**  
I enjoy reading and exercising.



## **Kathy L. Colbert, CEBS Manager, Marketing and Communications**

**What's one thing you couldn't live without?** Sunshine.

**What is your favorite thing to do?**  
I enjoy traveling and reading in the sunshine.

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## **What's Dinkin Thinkin'?**

Insight from Cowden President/CEO Elliot N. Dinkin covering a variety of topics including compensation, benefits, retirement, management, sales, and marketing.

Elliot is equally comfortable whether he is in a courtroom providing testimony or in a CFO's office providing strategic counsel. The 25-plus-year veteran of the actuarial, compensation, and employee benefits fields continues to make his mark.

Today, as President/CEO, Elliot provides leadership to position the company at



the forefront of the consulting industry.

Follow [Elliot's blog](#) or on

Twitter, [@ElliotDofCowden](#).

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## [Podcast — The Changing Labor Landscape: How Are Workers and Employees Responding?](#)

SupplyChainBrain, the world's most comprehensive supply chain management information resource which provides complete coverage of all fundamental supply chain principles, identifying emerging trends, strategies and best practices, recently featured Elliot Dinkin, president/CEO discussing "The Changing Labor Landscape: How Are Workers and Employees Responding."

Listen to thought-provoking insights from Elliot in the [podcast](#).

[Share your thoughts!](#)

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## [About Cowden](#)

Cowden Associates, Inc. (Cowden) is recognized as a leading independent compensation, health and benefits, and retirement consulting firm regionally, nationally, and internationally. Cowden was established in 1996, bringing together seasoned professionals to provide client-focused advice designed to

produce superior and measurable results to businesses, regardless of size or industry. Client industries include: financial institutions, governmental entities, healthcare, manufacturing, not-for-profit, school districts, and Taft-Hartley.

Cowden's exceptional interactive approach is what sets us apart from similar consulting firms. To deliver a tailored resolution to your specific needs, we first identify the overall attributes exclusive to your organization. We build an understanding of your organization by asking questions, observing, and listening. In this manner, you are not merely receiving a pre-fabricated answer, but rather a unique solution for your circumstances.

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