



## Teaching is an Honor

I've been blessed with great passion for teaching and the ability to do so. I am honored to teach when I'm given the opportunity. My mother was an incredible teacher with playful personality galore. She made it fun to learn and she accepted nothing but excellence. Thank goodness for today's electronic "spell-check" because I am a pretty horrible speller and Mom used to test me by dictating the weekly grocery list to me only so that she could take pleasure in correcting me later. But, she only corrected me after she came back from the grocery store with tears streaming down her face in laughter. She acted out the words that I phonetically spelled on the list and it was a riot to see her do it. No awards for spelling in my childhood but boy did I learn. My mother's passion for learning and teaching was born and raised in me.

I am grateful to all the organizations that have contracted with me to speak and teach over the years. I personally have developed and taught many classes including **Open Enrollment Strategies**, **Communication Strategies**, and **Compliance Strategies**. If you would like for me to teach before your selected audience, please reach out to me at [annesperling@vanguardresourcesinc.com](mailto:annesperling@vanguardresourcesinc.com).

The most recent courses have been through a large international membership organization that focuses on employee benefits. The membership organization hires me to teach employee benefit communication strategy, health plan basics, and new producer training at locations all over the country.

My past classes were taught through the National Association of Health Underwriters, University of North Carolina, Northern NM Human Resources Association, Leadership Santa Fe, Leadership NM, Santa Fe Chamber of Commerce, Los Alamos Commerce & Development Corporation, Association of Commerce and Industry, NM Primary Care Physicians Association, NM Municipal League, and the NM Health Insurance Alliance.

My teaching strategy is not solely based on book learning. My strategy is based on years of practical experience and a curious mind to learn more through workshops, participating on leadership committees, contributing through think-tank organizations, and attending conferences. Some of the best conferences were in Washington, DC with the NAHU where I met with the NM delegation on the hot topics of the day.

With 33 years in the employee benefits industry, I have plenty of stories to tell. A lot of my stories are situated around federal and state statutes and regulations on employee benefits. Below is a small list of Federal statutes that have pages of regulation that I constantly discuss with my clients and students:

Year	President	Law
1935	Roosevelt	Social Security Income
1956	Eisenhower	Social Security Disability Income
1959	Eisenhower	Federal Employees Health Benefit Plan
1965	Johnson	Medicare, Medicaid, and CHAMPUS
1974	Nixon	HMO Act and ERISA
1979	Carter	Medicare Secondary Payer Act
1985	Reagan	COBRA
1993	Clinton	FMLA
1996	Clinton	HIPAA and SCHIP
2003	Bush	Medicare Modernization Act
2010	Obama	Patient Protection and Affordable Care Act and the 21st Century Cures Act

Many believe that President Obama is the only president to tackle health care and insurance in our country. Wrong! As you can see by this chart, health care and insurance tinkering has been going on for a very long time and will continue because it is such a huge budget line item and is vital to the stability of our economy.

To sit through a class on any one of these federal statutes can be mind-numbing. That's why I like to "spice up" the class through actual practical experience stories, video clips, and music.

I taught a basic health plan course to 24 unions and businesses in Colorado this summer over a two-day period of time. Below are the ratings from that class and some of the comments.

**Class Make-Up:**

- 10 from Multi-Employers
- 6 from Public Sector
- 6 from Single Corporate Employer
- 2 from Professional Service Providers

**Years of Employee Benefits Experience represented in class:**

- 10 with 0-2 years
- 4 with 3-5 years
- 3 with 6-10 years
- 2 with 11- 15 years
- 1 with 16-20 years
- 2 with 21+ years

RATING SCALE			
POOR	FAIR	GOOD	EXCELLENT
1-2	3-5	6-8	9-10

**INSTRUCTOR: ANNE SPERLING**  
**COURSE: HEALTH PLAN BASICS**

- A. Indicate your overall reaction to this session: **Average Score = 9.3**
- B. Evaluate the following:
  - 1. Educational Content: **Average = 9.4**
  - 2. Organization of presentation: **Average = 9.3**
  - 3. Speaker delivery/style: **Average = 9.6**
  - 4. Question/answer discussion: **Average = 9.5**

**Class Comments:**

- 1. Anne kept class active in discussion. Asked if we understood. Answers all questions quickly and knowledgeably. Comfortable atmosphere. Great class!
- 2. Anne is very knowledgeable in every aspect of what she does. I am very impressed with her presentation.
- 3. Very good content, even for an experienced trustee.
- 4. Excellent presenter. Anne is very knowledgeable, well organized and the information is outstanding.
- 5. Very impressed with the sheer amount of knowledge that was known off the top of her head. Well done!
- 6. Anne is able to make the information applicable and relatable despite many backgrounds in the class.
- 7. As an adjunct professor for over 20 years, I am critical of other instructors... Anne was great. She knew the content and knew how to present it, and involved the class.
- 8. Good content and organization. Very helpful answering questions.
- 9. Brand new in my role as a trustee. This class has a lot of valuable information. Highly recommend this class to anyone dealing with benefits.
- 10. Constructive and I felt there was very good information presented.
- 11. Definitely a worthwhile course!
- 12. Really enjoyed incorporating new learning in the case study.
- 13. This deeper look at "basics" was very valuable to me. The association should "steer" trustees here after they attend new trustees training.
- 14. Great speaker and instructor!
- 15. Outstanding information and presentation. Anne was excellent!