

Employee Benefits & Compliance Training for HR Professionals

MEET YOUR EXPERTS



Derek Ashton, CEBS

Director of Training & Compliance Business Development



Michelle Barki, RN, Esq.

Senior Legal Counsel



Mary Catherine Waldron, JD

Senior Compliance Advisor

Live Sessions Led by
Credentialed Compliance
Professionals

Each session consists of a
45-minute presentation
immediately followed by a
15-minute Q&A.



Medcom Benefit Solutions is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities. This program is valid for 8 PDCs for SHRM-CP® or SHRM-SCP® recertification.

1 Compliance, ERISA Fiduciary Responsibility & Plan Documents

- Why is Compliance Important?
- Introduction to ERISA
- ERISA Fiduciary Duties
- Plan Document & SPD Requirements

2 Benefit Plan Eligibility, Enrollment & Election Changes

- Managing Eligibility & Benefits Enrollment
- Mid-Year Election Changes
- Nondiscrimination Testing

3 Keys for Success with COBRA

- COBRA Overview & Qualifying Events
- COBRA Time Frames & Coverage Periods
- Medicare & COBRA
- Leave of Absence Scenarios
- COBRA & Severance Agreements

4 Employee Benefits & Leaves of Absence

- Leave of Absence Overview
- FMLA
- ADA
- Best Practices

5 Complying With The Affordable Care Act

- Overview of Market Reforms
- FTEs, Eligibility, & Tracking
- Penalties & Enforcement
- Affordability
- Employer Reporting
- Recent Updates

6 The Consolidated Appropriations Act & One Big Beautiful Bill (P.L. 119-21)

- The Consolidated Appropriations Act
- No Surprises Act
- Compensation Disclosures
- Gag Clause Prohibition
- RxDc Reporting
- Mental Health Parity
- One Big Beautiful Bill

7 HIPAA Compliance & Best Practices for Compliant Employee Benefit Programs

- Overview of HIPAA & Privacy Regulations
- Best Practices for Compliant Employee Benefit Programs

8 AI in HR

- AI in HR: Opportunity vs. Risk
- The NIST AI Risk Management Framework
- AI in Hiring and Workforce Decisions
- AI in Benefits, Leave, and Compliance
- Governance, Fiduciary Duty, and Readiness