

Employee Benefits & Compliance Training for HR Professionals

SERIES BREAKDOWN

1 Introduction to Employee Benefits & Compliance

- Federal Laws Impacting Employer-Sponsored Health & Welfare Plans
- Consideration of State Laws

Why Compliance is Important

- Federal Regulatory Agencies
- Audits & Enforcement
- Avoiding Penalties & Managing Compliance Risk

ERISA Fiduciary Overview & Plan Documents

- Employer Fiduciary Responsibilities
- Maintaining Compliant Plan Documentation
- Best Practices for Distribution of Documents & Notices to Employees

2 Benefit Plan Eligibility & Election Changes

- Open Enrollment
- New Hires
- Special Enrollment Rights
- Cafeteria Plan Election Changes
- Nondiscrimination Rules
- Other Compliance Considerations (ACA, Tax Code, HIPAA, etc.)

Live Sessions Led by
Credentialed Compliance
Professionals

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

3 COBRA Overview

- Qualifying Events & Second Qualifying Events
- COBRA Time Frames & Coverage Periods

Applying COBRA Rules in Special Situations

- Medicare & COBRA
- Leave of Absence Scenarios
- COBRA & Severance Agreements

4 Leaves of Absence, FMLA & ADA

- Overview of FMLA
- Navigating FMLA & ADA
- Best Practices for Managing Benefits During a Leave of Absence

5 The Affordable Care Act

- Overview of Market Reforms
- FTEs, Eligibility & Tracking
- Rehire Rules
- Affordability
- Employer Reporting
- Penalties & Enforcement

6 The Consolidated Appropriations Act

- No Surprise Billing
- Compensation Disclosures
- Annual RxDC Reporting
- Annual Gag Clause Attestations
- Mental Health Parity Requirements

How the One Big Beautiful Bill Act Impacts Employee Benefits

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



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