

Employee Benefits & Compliance Training for HR Professionals

Pricing

Select Sessions (each): \$49

All 7 Sessions (total): \$343

- ✓ Live, virtual format
- ✓ Led by credentialed employee benefits compliance professionals
- ✓ Each session includes:
 - 45-minute presentation
 - 15-minute Q&A

PART 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 and Enforcement
 - Avoiding Penalties and Managing Compliance Risk
- **ERISA Fiduciary Overview & Plan Documents**
 - Employer Fiduciary Responsibilities
 - Maintaining Compliant Plan Documentation
 - Best Practices for Distribution of Documents and Notices to Employees

PART 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.)

PART 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

PART 4

- **Leaves of Absence, FMLA, and ADA**
 - Overview of FMLA
 - Navigating FMLA and ADA
 - Best Practices for Managing Benefits
 - During a Leave of Absence

PART 5

- **The Affordable Care Act**
 - Overview of Market Reforms
 - FTEs, Eligibility & Tracking
 - Rehire Rules
 - Affordability
 - Employer Reporting
 - Penalties & Enforcement

PART 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**

PART 7

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