

Employee Benefits & Compliance Training for HR Professionals

Fee Schedule

Select Sessions (each) \$375

All 7 Sessions (total) \$1,950

All sessions are presented virtually by credentialed and experienced employee benefits compliance professionals. Each session includes a 45-minute presentation followed by a 15-minute Q&A period.

To request a proposal, contact:
sales@medcombenefits.com

SESSION 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

SESSION 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.)

SESSION 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

SESSION 4

Leaves of Absence, FMLA, and ADA

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

SESSION 5

The Affordable Care Act

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

SESSION 6

The Consolidated Appropriations Act

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

SESSION 7

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

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