Employer Health Insurance Compliance and Notification Requirements

Speaker: Paul Roberts, Compliance Director for Word & Brown

This course covers the myriad of different mandated health insurance compliance and notification responsibilities for employers. Participants will gain an understanding of the laws, contents, and purposes of required notices discussed in the course (including common notices applicable to most employers). You will review the model language for notices, learn to whom employers are required to distribute notices, find out the best time to facilitate distribution (or redistribution), and receive guidance on compliant methods for distribution.

ERISA 101

Speaker: Paul Roberts, Compliance Director for Word & Brown

This course educates health insurance agents about the importance of complying with ERISA plan document maintenance and distribution rules. Topics addressed include developing, maintaining, and distributing Summary Plan Description (SPD) documents as well as ERISA group health plan requirements and directives on how to avoid penalties and pitfalls. This information will ultimately prepare you to help your clients avoid the ramifications of non-compliance.

Workforce Attrition, Aging Population, and the Modern Landscape

Speaker: Paul Roberts, Compliance Director for Word & Brown

Based on commonly asked questions posed to Word & Brown's Compliance team, this course focuses on broker and employer challenges with employees working past the traditional retirement age. It addresses employer requirements with respect to Medicare, paying for employees' Medicare premiums, paying for employees' individual health insurance premiums, Medicare primary/secondary payer group size determinations, COBRA and ACA Applicable Large Employer determinations, ERISA highlights, and more.

Avoiding Compliance Pitfalls

Speaker: Paul Roberts, Compliance Director for Word & Brown or Michael Saab, Partner with Alera Group

Learn the most common compliance pitfalls that impact employers in our market. This course covers ERISA plan documents, COBRA administration, Health Reimbursement Arrangements (also called Health Reimbursement Accounts), Flexible Spending Accounts, and Section 125 Premium Only Plans. It includes an overview of common mistakes for each account type, fines and penalties for non-compliant plans, exemptions, limitations, and exclusions, and tips on troubleshooting errors.

Labor Law Update

Speaker: Treaver Hodson, partner with Palmer Kazanjian LLP

Treaver will review recent court cases and the impact they are having on employer's policies and what employers need to anticipate in 2019 and beyond.

Legal Issues Regarding Medical & Non-Medical Leave of Absences

Speaker: Treaver Hodson, partner with Palmer Kazanjian LLP

Treaver will review the legal issues that can happen when a company faces when their employees take Leave of Absences as well as required practices for employers. This includes a review of both federal laws under FMLA and ADA as well as the various state laws in California that impact employers with as few as 5 employees.

Managing Benefits Post-ACA in the 21st Century

Speaker: Michael Saab, PAHM®, Partner with PWA Insurance Services

Understand the complexities of managing benefits post-ACA, common mistakes made by employers and emerging benefit trends for small and large employers. This seminar reviews the various provisions of the ACA still in place for employers including a variety of annual notice requirements and confusion created for California employers with CA's small group market expansion.

Alternative & Self-Funding as Effective Cost Containment Strategies

Speaker: Michael Saab, PAHM®, Partner with PWA Insurance Services

Learn about what funding solutions exist to small and large employers to help them have better cost containment strategies over their employee benefit plan costs. Discussion will include HRA's, HSA's, partial and self-funding programs

Managing the Changing Workforce Dynamics – Best Practices for Survival

Speaker: Michael Saab, PAHM®, Partner with PWA Insurance Services

This seminar covers the impact of an aging workforce population and the struggles employers are facing with finding and replacing talent within their corporate hierarchy and understanding the expectations, importance of employee engagement, culture and work/life balance. Review best practices employers can take to help ensure organic knowledge growth within their organization and products/services already readily available within the marketplace.

Understanding HRA's – Can You Make It Work For Your Company

Speaker: Michael Saab, PAHM®, Partner with PWA Insurance Services

Learn about the differences between an Integrated HRA and the new Individual Coverage HRA just approved for 2020 by the Federal government. The seminar will discuss how both work and could be used to help your employees. Greater attention will be given towards the new ICHRA, rules and how to meet your ACA obligations.