



# 2021 Webinars

WEBINARS TAKE PLACE:

EASTERN: 12:00 PM | CENTRAL: 11:00 AM | MOUNTAIN: 10:00 AM  
PACIFIC: 9:00 AM | ALASKAN: 8:00 AM

**January**

**February**

**March**

**April**

**May**

**June**

**July**

**August**

**September**

**October**

**November**

**December**

[READ ABOUT THE SPEAKERS HERE](#)



## OVERVIEW OF ACA REPORTING REQUIREMENTS

**January 13, 2021**, Presented by Stacy Barrow

**Register at:** <http://bit.ly/ACAReportingRequirementsOverview>

In this webinar Stacy H. Barrow, Esq. provides an overview of 2020 ACA reporting requirements that are applicable for both large employers and self-insured plans. Stacy will review the various reporting forms (1094-B, 1095-B, 1094-C, and 1095-C), indicator codes and affordability safe harbors. Other topics covered in this webinar include how to report for waiting periods / initial measurement periods, COBRA participants and post-employment coverage, and how to correct reporting mistakes. Stacy will also address common questions and provide best practices.

### **Key takeaways include:**

1. How to complete the reporting forms for calendar year 2020 reporting;
2. Which indicator codes and safe harbors apply to various employment situations (e.g., waiting periods, changes in cost, changes in employment status);
3. How to address other situations, such as opt-out payments, union employees, conditional offers of coverage to spouses, and ICHRAs

## STATE OF THE BENEFITS ADMINISTRATION MARKET: HOW TO MAKE THE MOST OF YOUR BENEFITS PLATFORM

**January 27, 2021**, Presented by Corrina Nation & Josh Hoover

**Register at:** <http://bit.ly/StateOfBenAdmin>

With so many options in the market, how do you know which benefits administration system is best for you? Join the experts at BTR as they discuss the current state of the benefits administration industry, the key functionality differences between leading benefits platforms, where the market as a whole is headed, and how that impacts you as an employer or HR professional. In this webinar, attendees will learn how to improve their employees' experience through the power of a benefits administration platform, tips on leveraging these systems as part of an ongoing communication strategy, and learn questions to ask a vendor before signing on the dotted line.



## HIPAA PRIVACY & SECURITY OVERVIEW

**February 10, 2021**, Presented by Stacy Barrow

**Register at:** <http://bit.ly/HIPAAPrivacySecurityOverview>

Join Stacy H. Barrow, Esq. for an overview of HIPAA's Privacy and Security Rules. During this webinar Stacy will review the different types of entities subject to HIPAA, take an in-depth look at Protected Health Information (PHI), individual rights under HIPAA, and what to do when there is a breach of PHI.

### **Key takeaways include:**

1. Understanding which entities and types of plans are subject to HIPAA's Privacy rule;
2. Understanding which information is protected under HIPAA;
3. Learn the permitted uses and disclosures of PHI under HIPAA.

This webinar satisfies HIPAA training requirements for members of an employer's HIPAA workforce who handle Protected Health Information (PHI) as part of their job duties.

Note: Many employers with fully insured plans (i.e., no health FSAs or HRAs) will have limited obligations under HIPAA.

This webinar should be attended by employers with self-insured plans or those with fully insured plans that create, maintain, or receive PHI under HIPAA.

## HR TECHNOLOGY TRENDS: REVIEW OF BTR'S 2020 HR TECH SURVEY

**February 24, 2021**, Presented by Corrina Nation & Josh Hoover

**Register at:** <http://bit.ly/2021HRTechTrends>

The year 2020 was filled with many ups and downs. One of the positives was BTR's first-ever HR Technology survey was released! During this webinar, the HR tech experts at BTR will be reviewing the data collected in their mid-market client survey and talk through the key findings. HR professionals will be able to learn new insights around how other employers are using HR tech, how much they're paying, and which vendors are the most highly ranked. Other topics will include how employers can use this data to drive digital transformation, how they can leverage tech to streamline their processes, and more.



## GLOBAL BENEFITS: MULTINATIONAL POOLING THE PRO'S & CONS TO CENTRALIZING YOUR INSURERS

**March 10, 2021**, Presented by Lewis Mosley

**Register at:** <http://bit.ly/CentralizingGlobalInsurers>

This webinar will focus on educating HR professionals on the positive and negative arguments for centralising their global benefits efforts to a single insurer network. The session will consider the benefits to the business, the impact on employees and any risk associated with such an approach for both growing and established multinationals. The attendee will benefit from insight into key indicators which will allow them to ask educated questions if such approach was proposed to them.

## HCM TRENDS UPDATE

**March 17, 2021**, Presented by Bobbi Kloss

**Register at:** <http://bit.ly/HCMwithBobbiKloss>

In the world of Human Capital Management, Bobbi Kloss's webinar provides current information on...

- Developing a culture by marketing your business to attract and retain employees;
- Regulatory HR updates including from the EEOC and the DOL; and
- HR best practices.

Join us to educate yourself on top trends in Human Capital Management (HCM) and find out what you should be focusing on for your workforce needs.

## HARVEST YOUR HEALTH PLAN'S LOW HANGING FRUIT

**March 24, 2021**, Presented by David Konrad

**Register at:** <http://bit.ly/EmployerSelfFunding>

When mid-sized Employers self-fund, they can flatline their plan costs without increasing members' deductibles every year. David Konrad explains how it can be possible in this webinar. Learn how hundreds of companies are controlling their health plan's costs year over year. We will review specific examples of how Employers are harvesting the low hanging fruit in the first few years of self-funding.



## ARTIFICIAL INTELLIGENCE MARKETING – THE UNFAIR ADVANTAGE

**April 14, 2021**, Presented by Glenn Smith and Jay Kozar

**Register at:** <https://bit.ly/AIMarketingWebinar>

How is your website working for you? How are you stacking up against your competition? Join World Synergy for an exciting webinar on April 14 to learn how sophisticated A.I. can help you dominate 2021 and beyond.

Despite these turbulent times of ups, downs, and constant changes, the industry's first and only A.I. solution can instantly analyze billions of data points to gather real-time research, recommendations, competitive analysis, and opportunity forecasting to help you predict the formerly-unpredictable. In this exclusive, on-demand webinar, the leaders at World Synergy will teach you:

- How to transform your online content into tangible business results like traffic, leads, and revenue.
- How to see how your marketing campaigns can be expected to perform before they even begin.
- How A.I. is the key to understanding your audiences in every stage of the sales process.
- How to see what is working for your competition, and what you can do to surpass them.
- How making data-driven decisions with advanced A.I. technology will make you a better marketer.

## HOW TO PREPARE FOR A DOL AUDIT

**April 21, 2021**, Presented by Stacy Barrow

**Register at:** <http://bit.ly/DOLAudit>

During this webinar, Stacy H. Barrow, BAN's Director of Compliance, will provide attendees with tips for surviving a Department of Labor (DOL) audit, including an overview of what to expect during a DOL audit, how the DOL audits, and what the DOL looks for during a group health plan audit.

### Takeaways include:

An understanding of how employers/plans get selected for audit;

- Insight into the audit process and what to expect when the DOL comes knocking;
- Best practices for audit survival, including which documents to have ready for review.

**April Webinars Continued on Next Page**



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## CYBER SECURITY – WHAT TO DO BEFORE AND AFTER A BREACH

**April 28, 2021**, Presented by Matt Jones and Former FBI Special Agent Gunner Wagh

**Register at:** <https://bit.ly/BANCybersecurityWebinar>

Join World Synergy for an exclusive webinar on April 28 that will teach you how to protect your business before a breach, and what to do afterwards.

With the shift to remote work and the dramatic rise in cyber-threats, businesses need new solutions and expertise to combat hackers and cyber-attacks. We will show you how to build a cyber-security strategy to protect your business.

Security at most small- to mid-size businesses is usually an afterthought, and most business owners underestimate the risks. Today it is not a question of if it will happen, but what you need to do to protect yourself when you are breached.

World Synergy Chief Solution Officer Matt Jones and Security Principal Gunner Wagh will discuss how businesses should be rethinking their approach to cybersecurity.



## EMPLOYEE ENGAGEMENT TECHNOLOGY: WHAT'S THE REAL STORY?

**May 12, 2021**, Presented by Corrina Nation & Josh Hoover

**Register at:** <http://bit.ly/EmployeeEngagementTechnology>

The drive to digital transformation has been supercharged. Employee engagement is on every HR professional's mind. But what does "employee engagement" really mean, and how does technology help? In this webinar, the experts at BTR will break down employee engagement technologies, how they're being used in the real market, and what employers should know before offering engagement tools to their workforce.

## AFFORDABLE CARE ACT: WHAT'S NEW WITH THE ACA?

**May 26, 2021**, Presented by Stacy Barrow

**Register at:** <http://bit.ly/ACAUpdateWithStacyBarrow>

In this informative webinar Stacy H. Barrow, Esq., BAN's Director of Compliance, discusses the current state of the Affordable Care Act, including top compliance issues in 2021, new legal and regulatory updates in employee benefits, and a look at recent court cases of interest.

### Takeaways include:

1. An understanding of the top benefits issues in 2021
2. A better understanding of new legal and regulatory issues
3. Insight into relevant court cases



## WORKPLACE WELLNESS PROGRAMS AND COMPLIANCE WITH DOL & EEOC RULES

**July 14, 2021**, Presented by Stacy Barrow

**Register at:** <http://bit.ly/WorkplaceWellnessCompliance>

During this informative webinar Stacy H. Barrow, Esq., BAN's Director of Compliance, provides an overview of the legal and regulatory guidelines for wellness programs under DOL and EEOC rules. Attendees will gain an understanding of how DOL and EEOC rules apply depending on the type of wellness program offered, how limits on rewards work depending on the types of wellness programs offered, and recent court cases of interest.

### Takeaways include:

An understanding of which laws apply to wellness programs;

- Information on how the limits on rewards apply;
- Best practices for ensuring that wellness programs comply with applicable laws.

## ESSENCE MARKETING – STRATEGIC MARKETING ROADMAPS FOR THE NEW BUSINESS LANDSCAPE

**July 28, 2021**, Presented by Glenn Smith

**Register at:** <https://bit.ly/EssenceMarketing>

Times have changed... has your business strategy evolved along with it? Join this webinar on July 28 to learn how to build your digital marketing strategy for this new economy.

The first step is to build a digital marketing acceleration roadmap that will include your business's uniqueness as your true north. We will then focus on your content, search engine optimization (SEO), and PPC to set your business up for success. The experts from World Synergy will illustrate these methods for you to help you build your own roadmap to success.

You will walk away from this webinar with a framework and tactics for building your business digital marketing plan, with a focus on scalable solutions.





## THE HEALTHCARE FINANCIAL RELATIONSHIP: WHERE DOES THE MONEY GO?

**August 11, 2021**, Presented by David Konrad

**Register at:** <http://bit.ly/HealthcareFinancialRelationship>

Dave Konrad will interview 2 Healthcare Industry Experts for insights on where does the money go? A detailed analysis of the four players in employee healthcare and health insurance:

1. Employer;
2. Insurance Company;
3. Employee; and
4. Healthcare Provider.

We will explain the financial and service relationships among these healthcare system participants.

## DATA INTEGRATIONS: APIs AND EDIs EXPLAINED!

**August 25, 2021**, Presented by Corrina Nation & Josh Hoover

**Register at:** <http://bit.ly/DataIntegrations>

Data is only as good as how it's used. In HR tech, there are many systems that must work together and "integrate" in order to streamline and automate tasks. But integrations require a proper strategy and implementation to work. In this webinar, the experts at BTR will explain the integration acronym soup – from EDIs to APIs – and arm you with the knowledge you need to ensure your next integration project is smooth. Attendees will learn the differences between the major integration types and how they are actually set up, as well as red flags to look out for from vendors.



## UNIFIED BUSINESS STRATEGY – LOWER COSTS, INCREASE EMPLOYEE PRODUCTIVITY, AND GROW YOUR BUSINESS

**September 8, 2021**, Presented by Matt Jones

**Register at:** <https://bit.ly/UnifiedBusinessStrategy>

Don't miss this webinar by World Synergy to learn the advantages of using a Unified Business Strategy to accelerate your business. We will explore how NetSuite encompasses an entire suite of solutions that can be tailored specifically for your business. From integrating your CRM and eCommerce to inventory and advanced warehouse management, resource planning, Human Resources, and Professional Services Automation, NetSuite has it all in one combined suite.

We will discuss how NetSuite ERP enables organizations to manage costs, optimize accounting efficiency, eliminate manual reporting, streamline procurement processes, and improve overall business productivity. By utilizing NetSuite ERP, you will no longer have to worry about purchasing, installing, integrating, and maintaining multiple application systems, and will be able to:

- Reduce IT costs by 50%+
- Accelerate financial close by 20%-50%
- Cut order-to-cash cycle by 50%+
- Reduce audit preparation time by 50%
- Reduce invoicing costs by 25%-75%

## CONSUMER DIRECTED HEALTHCARE AND ACCOUNT BASED PLANS: HDHPs, HSAs, FSAs, and HRAs

**September 22, 2021**, Presented by Stacy Barrow

**Register at:** <http://bit.ly/ConsumerDirectedHealthcare>

Join BAN's Director of Compliance, Stacy H. Barrow, Esq. for an informative webinar on Consumer Directed Healthcare and Account-Based Plans. Webinar attendees will gain an understanding of the background of Consumer Directed Healthcare, HSA eligibility and contribution rules, how HSA funds may be used, and how employers may contribute to HSAs. Stacy will also discuss HRAs and FSAs under the Affordable Care Act.

### Key takeaways include:

1. An understanding of the rules surrounding high deductible health plans (HDHPs);
2. How HSAs, FSAs and HRAs can coordinate with HDHPs; and
3. How HSAs, FSAs and HRAs have changed under the ACA

**Calls take place at 12 PM EST. CE Credit has been requested for all webinars unless indicated otherwise. This schedule is subject to change. Please visit [benefitadvisorsnetwork.com](http://benefitadvisorsnetwork.com) for an updated schedule.**



## UPDATE ON REFERENCE BASED PRICING

**October 27, 2021**, Presented by John Marshall

**Register at:** <https://bit.ly/RBPandActuarialPricing>

During this webinar John Marshall will help attendees become more familiar with Reference Based Pricing and how it affects overall actuarial pricing.

Keep a close watch on this webinar as the final topics will likely not be verified until a few weeks prior to the webinar date, considering a new administration in D.C. will likely result in issues to talk about of which we are not yet aware.



## HR FOR 2022

**November 10, 2021**, Presented by Bobbi Kloss

**Register at:** <http://bit.ly/HRfor2022>

Join Bobbi Kloss for a special webinar on HR for 2022. Bobbi Kloss's webinar provides current information on...

- Developing a culture by marketing your business to attract and retain employees;
- Regulatory HR updates including from the EEOC and the DOL; and
- HR best practices.

Join us to educate yourself on how to maintain your employer of choice status, top trends in Human Capital Management (HCM), and what you should be focusing on for your workforce needs in the upcoming year.



## END OF YEAR COMPLIANCE ROUNDUP

**December 8, 2021**, Presented by Stacy Barrow

**Register at:** <http://bit.ly/2021ComplianceRoundup>

During our final webinar of our 2021 Educational Webinar Series, Stacy H. Barrow, Esq. provides an overview of significant compliance topics in 2021, along with a look at what to expect in 2022. Stacy will review legal and regulatory changes under the ACA and other laws applicable to health and welfare plans and offer thoughts on what to expect in 2022.

### **Key takeaways include:**

1. A better understanding of major changes in employee benefits law in 2021;
2. Knowledge of court cases most impactful to employee benefit plans in 2021; and
3. An understanding of potential changes and guidance expected for 2022.