



2022 WEBINARS

BENEFIT ADVISORS NETWORK 2022 WEBINAR SCHEDULE

All webinars take place from 2:00 pm - 3:00 pm EST

EST: 2:00 pm | CST: 1:00 pm | MST: 12:00 pm | PST: 11:00 am | AKST: 10:00 am | HST: 8:00 am

[Click here to learn more about our speakers](#)

JANUARY



Overview of ACA Reporting Requirements

January 12th, Presented by Stacy Barrow

Register at <https://bit.ly/2022ACAReportingRequirements>

In this webinar Stacy H. Barrow, Esq. provides an overview of 2021 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:

- How to complete the reporting forms for the calendar year 2021 reporting;
- Which indicator codes and safe harbors apply to various employment situations (e.g., waiting periods, changes in cost, changes in employment status); and
- How to address other situations, such as opt-out payments, union employees, conditional offers of coverage to spouses, and ICHRAs.

This webinar has been approved for credit from HRCI and SHRM.



Update on Reference Based Pricing

January 19th, Presented by John Marshall

Register at <https://bit.ly/2022RBP>

Reference-based pricing (RBP) is an alternative to traditional medical pricing that generally stabilizes and/or reduces claims costs. Also known as Medicare Reference-Based Pricing, RBP describes any claim pricing methodology grounded in analysis of an objective value for medical services and adjudicating medical claims based on some multiple of that value usually Medicare-based.

The medical pricing wave of the future is here. Don't be left behind! Understand the nuances of RBP. Learn how you can benefit from RBP.

This webinar has been submitted for approval from HRCI and SHRM.

FEBRUARY



HCM Trends Update

February 9th, Presented by Bobbi Kloss

Register at <https://bit.ly/HCMTrendsUpdate>

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.

This webinar has been approved for credit from HRCI and SHRM.



Incorporating Diversity and Inclusion in Your Benefits Plan

February 16th, Presented by Pauline Sobelman & Perry Braun

Register at <https://bit.ly/DiversityInBenefits2022>

Please join our webinar as we discuss the myriad factors that will inform any company's strategic planning, including:

- Recognizing the opportunities and challenges of the current multi-generational workforce
- Attracting and retaining talent while operating within budget constraints
- Understanding and incorporating lessons from the Environmental, Social and Governance (ESG) and Inclusion and Diversity movements

Specifically, we will address how to incorporate these concepts into the design and construction of a company's benefits program.



HIPAA Privacy & Security Overview

February 23rd, Presented by Stacy Barrow

Register at <https://bit.ly/2022HIPAAPrivacySecurity>

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:

- Understanding which entities and types of plans are subject to HIPAA's Privacy rule
- Understanding which information is protected under HIPAA
- 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.

This webinar has been approved for credit from HRCI and SHRM.



BAN Canada

Hybrid Work: Challenges, Opportunity, and Engagement

February 24th, Presented by Darcy Michaud

Register at <https://bit.ly/BANCanadaHybridWork>

If there was an outcome that defines our 'new reality' after Covid-19, it is the move to working from home. Many workplaces brought employees back to work, others moved entirely to a remote model. The hybrid model, in some form, seemed to be the one working arrangement that was welcomed by the majority of employers and employees. It is with this context that BAN Canada presents their next webinar in its webinar series, Hybrid Work - Challenges, Opportunity, and Engagement.

Opportunity, and Engagement.

During the webinars we will address the following:

- The business case for the move to the hybrid work arrangement
- The challenges that employers face and may face
- The opportunity and possibilities for a hybrid workforce
- Ideas and best practices for engaging your hybrid employees.

MARCH



5 Ways to Win More Often - Knowing the Underwriting Game

March 9th, Presented by Greg Carlton

Register at <https://bit.ly/5WaysToWinWithUnderwriting>

Have you ever wondered what's going on behind the scenes at the carrier or TPA level when renewal time comes? Are you using the best claims period to optimize your renewal outcome? How does your client perceive your efforts leading up to the relationship continuation decision and renewal? Join us in discussing these and more topics and hear from a former Senior Underwriter from Anthem WellPoint as we navigate the high-stakes game of group renewal underwriting.



BAN Canada

1st Quarter Pensions Update

March 24th, presented by Jason Vary, Joe Nunes

Register at <https://bit.ly/2022Q1CanadianPensions>

What's New in Canadian Pensions? Join pension experts from Actuarial Solutions as they address a number of current topics related to DB and DC pension plans. Topics for this session will be announced closer to the webinar date to reflect the latest developments in Canadian pensions. During the webinar, there will be opportunities for attendees to ask questions on any pension-related topics. We also welcome topic suggestions for future webinars.



What You Need to Know – Data Integrations

March 23rd, Presented by Corrina Nation

Register at <https://bit.ly/2022DataIntegrations>

You've heard it before: "Data is king" - especially in the world of payroll and benefits. Clean data is critical for progressive organizations to best serve their most valuable assets – their people. How is this achieved? Through Data integration and governance. BTR is here to help employers implement well-sourced data integrations for an overall less complex employee experience.

Join Corrina Nation as she reviews:

- The integration acronym soup – from EDIs to APIs to SSOs – and what they really mean!
- Best practices for establishing a new data integration
- Red flags to look out for from vendors who say they can “integrate with anyone”
- How to streamline your benefits system so payroll and ben admin are always in sync

This webinar has been approved for credit from HRCI and SHRM.

APRIL



HCM and Technology Trends in 2022 and Beyond

April 13th, Presented by Corrina Nation and Bobbi Kloss

Register at

<https://bit.ly/HCMTechnologyTrends2022andBeyond>

Hear from Corrina Nation of BTR and BAN's own Bobbi Kloss as they break down the most popular and important trends in the HCM and Technology markets for the future of work. In this webinar attendees will gain an understanding of the trends in HCM, talent, benefits, and more, plus real-life tips for how to incorporate them into their own organizations. The HCM and tech markets are ever-changing, so this webinar will be topical and relevant based on the outcomes of 2021, and the first quarter of 2022.



Topics may include:

- Talent & the Future of Work – how vendors are responding to the “Great Reshift” of the American workforce
- Vaccine Tracking – how employers are leveraging technology to track vaccination status and more
- Private Equity – how can private-equity-backed companies take full

advantage of their status in the HR tech space

- Benefits – how employers are using tech to inform their employees on financial, health, and overall wellbeing benefits



How to Prepare for a DOL Audit

April 27th, Presented by Stacy Barrow

Register at <https://bit.ly/2022DOLAudit>

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:

1. An understanding of how employers/plans get selected for audit;
2. Insight into the audit process and what to expect when the DOL comes knocking; and
3. Best practices for audit survival, including which documents to have ready for review.

This webinar has been approved for credit from HRCI and SHRM.



BAN Canada

Recruitment Crisis in Canada - What Can You Do?

April 28th, Presented by Darcy Michaud

Register at <https://bit.ly/BanCanadaRecruitmentCrisis>

Dear Employers, it is 2022 and you are now the candidate! There are numerous reasons that can be offered for the virtual switch in the dynamic that is recruitment in Canada. But the causes aside the crisis is real. Qualified employees are hard to find. Not only are they looking for income lost during the pandemic, but they are also looking for more. It is with this context that BAN Canada presents their next webinar in their webinar series *Recruitment Crisis in Canada - What Can You Do?*

This webinar will cover:

- The causes of the recruitment challenge in Canada
- The required change in philosophy by employers to combat this issue
- Suggestions to help better attract and recruit employees
- What to expect next and how you can prepare.

MAY



Global Benefits: An Overview of U.K. Benefits

May 11th, Presented by Lewis Mosley

Register at <https://bit.ly/2022UKBenefitsOverview>

This session will provide attendees with an insight into the makeup of the UK market, including social security changes and how it impacts the employee benefits on offer to employees. We will also consider the overlap of employee benefits with employment law, covering ground such as benefits issues during mergers/ acquisitions in the UK.

Following the session, the attendees will have a good understanding of how to manage employee benefits in a compliant fashion in the UK.

This webinar has been approved for credit from HRCI and SHRM.



Holistic Approaches to Lead2Healthier Assets, Business, People, and Culture

May 18th, Presented by Perry Braun

Register at <https://bit.ly/Lead2Health2022>

Details coming soon.



Transparency Update: What's New with the CAA and Transparency in Coverage rules?

May 25th, Presented by Stacy Barrow

Register at <https://bit.ly/2022TransparencyUpdate>

In this informative webinar Stacy H. Barrow, Esq., BAN's Director of Compliance, discusses the current state of the No Surprises Act and the Transparency in Coverage Final Rules, including 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 issues surrounding the No Surprises Act and health plan transparency
2. A better understanding of new legal and regulatory issues
3. Insight into relevant court cases

This webinar has been approved for credit from HRCI and SHRM.

JUNE



Your Ultimate Guide for A Stress-Free Benefits Technology Deployment

June 8th, Presented by Corrina Nation

Register at <https://bit.ly/Stress-FreeBenefitsTechnology>

Benefits are more complex than ever before, and the technology that supports your benefits package is growing at a rapid pace. HR leaders and benefits professionals alike want to make sure employees are armed with the education & information they need to make open enrollment a breeze. That's why planning and understanding key concepts within the benefits technology space is so critical. In this webinar, Corrina Nation of BTR will walk attendees through the ultimate guide for a successful open enrollment with an emphasis on technology best practices.

Key areas of discussion will include:

- Why benefits technology plays a central role in a successful open enrollment
- Tips on leveraging these systems as part of an ongoing communication strategy
- Timelines for implementation and renewal – yes, good tech needs time to set up!
- Suggestions for how to be proactive with your tech vendor so data is sent timely to carriers

This webinar has been approved for credit from HRCI and SHRM.



BAN Canada

2nd Quarter Pensions Update

June 21st, presented by Jason Vary, Joe Nunes

Register at <https://bit.ly/2022Q2CanadianPensions>

What's New in Canadian Pensions? Join pension experts from Actuarial Solutions as they address a number of current topics related to DB and DC pension plans. Topics for this session will be announced closer to the webinar date to reflect the latest developments in Canadian pensions. During the webinar, there will be opportunities for attendees to ask questions on any pension-related topics. We also welcome topic suggestions for future webinars.



Data Matters: Be the Smartest in the Room

June 22nd, Presented by Greg Carlton

Register at <https://bit.ly/2022DataMatters>

Turning data into actionable information and knowledge that enables you, your team, and your client to be proactive and improve outcomes is the key to long-term success. In this webinar, we will dive into examples of how to improve your odds of success and grow your business. Gain control of the right data and use this to provide a variety of critical services, predictive tools, and wow your clients.



BAN Canada

Retention Strategies from Compensation to Work-Life Balance

June 23rd, Presented by Darcy Michaud

Register at <https://bit.ly/BANCanRetentionStrategies>

Picking up on the last BAN webinar, *the Recruitment Crisis in Canada*, we have moved our attention to keeping them. The most effective recruitment strategy, without a doubt, is retaining the valuable employees you have now. As we all know, however, recruiters and head-hunters are more aggressive than ever. Employees who may be even passive flight risk could result in your next vacancy. So, what can you do? It is with this context that BAN Canada presents their next webinar in their webinar series *Retention Strategies - From Compensation to Work-Life Balance*.

This webinar will discuss:

- Why retention is one of the most important factors in driving ROI
- Your retention rate is a true indicator of the wellness of your company culture
- Key considerations for employers working to retain their talent
- Transparency, communication, and engagement ... fight fire with fire.

JULY



Workplace Wellness Programs and Compliance with DOL & EEOC Rules

July 13th, Presented by Stacy Barrow

Register at <https://bit.ly/2022WorkplaceWellnessPrograms>

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:

1. An understanding of which laws apply to wellness programs
2. Information on how the limits on rewards apply
3. Best practices for ensuring that wellness programs comply with applicable laws

This webinar has been approved for credit from HRCI and SHRM.

AUGUST



BAN Canada

Workplace Wellness:

Your Employees' Mental Health Impacts Your ROI

August 25th, Presented by Darcy Michaud

Register at <https://bit.ly/BANCanWorkplaceWellness2022>

Your employees are your most valuable resources. Talk about one of the most used cliches ever! However, there is a reason why a cliché is a cliché: Typically because it is true. It makes you wonder why employers who are so interested in their bottom line are not most concerned with the wellness and betterment of the most valuable assets, their employees. It is with this context that BAN Canada presents their next webinar in their webinar series *Workplace Wellness - Your Employees Mental Health Impacts your ROI*.

This webinar will discuss:

- The present state of employee wellness in Canada
- The business case for the importance of employee wellness
- Initiatives and best practices for a workplace that supports employee wellness
- Sum it all up ... why your employees' mental health impacts your ROI.

SEPTEMBER



BTR's 2022 Employer Technology Survey Results & Key Findings

September 14th, Presented by Corrina Nation

Register at <https://bit.ly/BTR2022TechSurveyResultsKeyFindings>

BTR's second annual Employer HR Technology survey results are here! During this webinar, the HR tech experts at BTR will reveal the results of the 2022 survey and highlight the key findings for you. HR professionals and executives will learn new insights around how other employers in similar industries and markets are using HR tech, how much they're paying, and how well vendors in different market categories ranked.

Other topics will include how employers can use this data to drive their own HR tech transformation – and all attendees will receive a copy of the complimentary whitepaper with the summary of the results.

This webinar has been approved for credit from HRCI and SHRM.



BAN Canada

3rd Quarter Pensions Update

September 15th, presented by Jason Vary, Joe Nunes

Register at <https://bit.ly/2022Q3CanadianPensions>

What's New in Canadian Pensions? Join pension experts from Actuarial Solutions as they address a number of current topics related to DB and DC pension plans. Topics for this session will be announced closer to the webinar date to reflect the latest developments in Canadian pensions. During the webinars, there will be opportunities for attendees to ask questions on any pension-related topics. We also welcome topic suggestions for future webinars.



3 Proven Models to Obtain & Retain More Clients

September 28th, Presented by Greg Carlton

Register at <https://bit.ly/Models2ObtainRetainMoreClients>

Are you growing at your best and highest level? Are you a great offensive team and winning new business consistently? Is your competition always beating down your door or are you keeping them so busy defending their own business they can't find time to call on your book of business? Join us as we discuss ways to improve your odds of success in growing your practice.

OCTOBER



An Introduction to Managing Global Benefits

October 12th, Presented by Lewis Mosley

Register at <https://bit.ly/2022ManagingGlobalBenefits>

This session is aimed at providing a starting block for HR professionals new to managing global benefits.

The session will cover the factors a company should consider when starting to build out global benefits with a focus on the following themes:

- Staying compliant
- Controlling Costs
- Managing colleagues' expectations and curbing internal enthusiasm
- Implementing an appropriate strategy that will account for your business' culture
- Creating a culturally aligned employee benefits program for a growing multinational workforce

This webinar has been approved for credit from HRCI and SHRM.



Consumer-Directed Healthcare and Account-Based Plans: HDHPs, HSAs, FSAs, and HRAs

October 26th, Presented by Stacy Barrow

Register at <https://bit.ly/2022ConsumerDirectedHealthcare>

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 (including Individual Coverage HRAs) and FSAs.

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
3. How HSAs, FSAs, and HRAs have changed in recent years

This webinar has been approved for credit from HRCI and SHRM.



BAN Canada

Key Differences Between U.S. and Canada Employment Rules

October 27th, Presented by Darcy Michaud

Register at <https://bit.ly/CanadianUSEmploymentRules2022>

The remote workplace is one significant factor that has made the world an even smaller place. Knowledge crosses borders, it is no longer the employees that come to the employer. Employers are hiring workers in other countries or expanding to other countries to take advantage of new markets, opportunities, and labour advantages. The big 'wake-up call' for some U.S./Canadian employers comes when they hire workers in the alternative country and find that the employment legislation there is not close to the same. It is with this context that BAN Canada presents their next webinar in its webinar series *Key Differences Between U.S. and Canada Employment Rules*.

This webinar will address:

- Rules and important considerations around hiring employees in Canada and the U.S.
- Important differences between Canadian and U.S. employment legislation
- Employment agreements and terminations – Important, potentially costly differences

NOVEMBER



Compliance and Testing for Mental Health Parity from an Actuarial Perspective

November 9th, Presented by John Marshall

Register at

<https://bit.ly/ComplianceTestingMentalHealthParityActuarialPerspective>

The Mental Health Parity Act of 1996 and subsequent amendments provide that larger group health plans cannot impose annual or lifetime dollar limits on mental health benefits that are less favorable than any such limits imposed on medical/surgical benefits. There are 8 specific MHP tests as well as numerous subtests. The DOL is now auditing medical plans for MHP. Plans need to demonstrate compliance at the time of audit. Are your plans in compliance? Can you demonstrate compliance? We will cover these important issues and more.

This webinar has been submitted for approval from HRCI and SHRM.



HR for 2023

November 30th, Presented by Bobbi Kloss
Register at <https://bit.ly/HRfor2023>

Join Bobbi Kloss for a special webinar on HR for 2023. 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.

This webinar has been approved for credit from HRCI and SHRM.

DECEMBER



BAN Canada

4th Quarter Pensions Update

December 8th, presented by Jason Vary, Joe Nunes
Register at <https://bit.ly/2022Q4CanadianPensions>

What's New in Canadian Pensions? Join pension experts from Actuarial Solutions as they address a number of current topics related to DB and DC pension plans. Topics for this session will be announced closer to the webinar date to reflect the latest developments in Canadian pensions. During the webinars, there will be opportunities for attendees to ask questions on any pension-related topics. We also welcome topic suggestions for future webinars.



2022 End of Year Compliance Roundup

December 14th, Presented by Stacy Barrow
Register at <https://bit.ly/2022ComplianceRoundup>

During the final compliance webinar of our 2022 Educational Webinar Series, Stacy H. Barrow, Esq. provides an overview of significant compliance topics in 2022, along with a look at what to expect in 2023. Stacy will review legal and regulatory changes under the ACA, CAA, and other laws applicable to health and welfare plans, and offer thoughts on what to expect in 2023.

Key takeaways include:

1. A better understanding of major changes in employee benefits law in 2022
2. Knowledge of court cases most impactful to employee benefit plans in 2022
3. An understanding of potential changes and guidance expected for 2023

This webinar has been approved for credit from HRCI and SHRM.



BAN Canada

Key HR Issues of 2022 and What to Look for in 2023

December 20th, Presented by Darcy Michaud

Register at <https://bit.ly/BANCan2022HRRecap>

Another year in the ever-changing world of employment legislation, case law, and human resources. This webinar has become a staple in the Ban Canada webinar series. An overview of important developments that have taken place over the past year and a look at what to expect for next year. Please join us for the last webinar in the 2022 Ban Canada webinar series, *Key HR Issues of 2022 and What to Look for in 2023!*

We will discuss:

- Key HR Issues, employment legislation developments, and important case law updates from 2022
 - What to expect and keep an eye out for in 2023
-