2019 WEBINARS

2019 Benefit Advisors Network Webinar Series

Our Webinar Series is Designed to Present You with the Latest Updates on Health & Welfare Compliance Strategies and Human Capital Management Trends. All webinars have been submitted for HRCI, SHRM and CEBS credits unless otherwise indicated below.

OVERVIEW OF THE ACA REPORTING REQUIREMENTS

Wednesday, January 9th at
12:00 noon EST Presented by
Stacy Barrow, Esq.

In this webinar Stacy H. Barrow, Esq. provides an overview of 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;
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, and conditional offers of coverage to spouses.

Register online: https://benefitadvisorsnetwork.com/blog/overview-of-aca-reporting-requirements/

MARKETING ROI: WHAT'S YOUR STRATEGY?

Wednesday, January 23rd at
12:00 noon EST Presented by
Glenn Smith
This webinar is not approved for continuing education credit.

Join Glenn Smith of World Synergy for a special marketing strategy webinar that will help you in Identifying your customer, recognizing your added value, or value proposition, develop a marketing roadmap with checkpoints to evaluate successes and misses.

Glenn reinforces the importance of an eStrategy process and tracking your resources with an attribution model. Register online:

https://benefitadvisorsnetwork.com/blog/marketing-roi-whats- your-strategy

HIPAA PRIVACY & SECURITY OVERVIEW

Wednesday, February 6th at 12:00 noon EST

Presented by Stacy Barrow, Esq.

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.

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.

Register online: https://benefitadvisorsnetwork.com/blog/hipaa-privacy-security-overview/

PERSONALIZED MEDICINE

Wednesday, February 27th at 12:00 noon EST

Presented by Bruce Campbell

Personalized medicine has become an important driver of costs and risk for employer-sponsored health plans. New personalized medicine diagnostic and treatment procedures are entering the market quickly. These procedures have significant implications for budgeting and stop-loss pricing in self-funded plans, and for renewal pricing in fully-insured plans.

In this Webinar, Dr. Bruce Campbell will review:

1. The background for personalized medicine;
2. The cost impact of new and commonly used personalized medicine technology;
3. The personalized medicine technology pipeline;
4. Ethical issues surrounding coverage, financing, and use of this technology; and,
5. Current options for managing costs and ensuring appropriate use of these procedures.

After this webinar, employers will have a better understanding of personalized medicine use, the new technology release schedule, and issues surrounding the financing, use, and benefits of this new technology.

Register online: https://benefitadvisorsnetwork.com/blog/specialty-drug-update-2/

WORKING WITH YOUR INDEPENDENT STOP LOSS CARRIER TO CONTROL COSTS
Wednesday, March 13th at 12:00 noon EST
Presented by David Konrad

This session will take a hard look at various cost containment strategies available to control your self-funded plan's current and future Medical/Rx costs. We will discuss how you can integrate your Captive stop loss carrier's recommendations at renewal.

- Is there such a thing as optimal plan design?
- Benefits of using data analytics throughout the plan year.
- How many cost containment levers can we pull?

Answers to these and many other questions will be explored.

Register online: https://benefitadvisorsnetwork.com/blog/captive-stop-loss-carrier-to-control-costs/

DATA TRANSFER SECURITY
Wednesday, March 20th at 12:00 noon EST
Presented by Tim Burnett
This webinar is not eligible for continuing education credits.

We live and work in a rapidly growing hostile and dangerous digital environment. Cyber security is no longer just a concern for big business: Almost half of all cyber-attacks now target small businesses. There are things that you can and should to be doing to protect your business from attack resulting in a crippling loss.

In this session you will learn about CIA (it is not what you think!) and get tips on the most important actions you can take to defend your business, customers and employees.

Register online: https://benefitadvisorsnetwork.com/blog/data-transfer-security/

HR TRENDS UPDATE
Wednesday, March 27th at 12:00 noon EST
Presented by Bobbi Kloss

In the world of HR Trends, Bobbi Kloss's webinar provides current information on developing a culture to best market your business to attract and retain employees, regulatory HR updates including from the EEOC and the DOL, and HR best practices. Educate yourself on top trends in Human Capital Management (HCM) and find out what you should be focusing on for your workforce needs.

Register online: https://benefitadvisorsnetwork.com/blog/hr-trends-update/

HOW TO PREPARE FOR A DOL AUDIT
Wednesday, April 10th at 12:00 noon
Presented by Stacy Barrow

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;
3. Best practices for audit survival, including which documents to have ready for review.

Register online: https://benefitadvisorsnetwork.com/blog/how-to-prepare-for-a-dol-audit/

IMPLEMENTING AND MANAGING A GLOBAL EMPLOYEE BENEFITS STRATEGY IN A GROWING MULTINATIONAL BUSINESS
Wednesday, April 17th at 12:00 noon
Presented by Lewis Mosley

This webinar will focus on educating HR professionals on the challenges involved when dealing with the employee benefits program for a growing multinational workforce and how to implement an appropriate strategy which will account for your business' culture whilst maintaining compliance with local legislation.

Register at: https://benefitadvisorsnetwork.com/blog/implementing-and-managing-a-global-employee-benefits-strategy-in-a-growing-multinational-business/

MARKETING WITH VOICE & VIDEO IN TODAY'S WORLD
Wednesday, April 24th at 12:00 noon
Presented by Glenn Smith

In today's world where content is king, voice and video are the crown jewels of reach and effectiveness. It is how the future of content will be distributed and consumed.

Learn how to use Voice and Video in the journey of recruiting and maintaining your:
- Customers and prospective customers, creating a client base that works for you, your employees, and your organization;
- Employees and prospective employees, enabling you to advance your organization with a loyal and enthusiastic workforce.

Register online: https://benefitadvisorsnetwork.com/blog/marketing-with-voice-and-video-in-todays-world-the-ultimate-marketing-tactic/

LEAD YOUR EMPLOYEES TO HEALTH
Wednesday, May 8th at 12:00 noon
Presented by Nancy DeGroff

Join Nancy DeGroff, BAN's Lead2Health Director, for a session on how to become a healthcare warrior for your employees, enabling them to:

- Use healthcare more efficiently;
- Make better decisions around cost & quality by sharing easy-to-use tools; and
- Eliminate wasteful spending.

Employers will learn first-hand how to engage their employees to create outstanding results for the utilization of benefits and services provided to them.

Register at: https://benefitadvisorsnetwork.com/blog/lead-your-employees-to-health/

MEDICAL COSTS: DRIVERS & INTERVENTIONS
Wednesday, May 22nd at 12:00 noon EST
Presented by Bruce Campbell

New research has identified diagnoses and treatments that have the most important impact on cost and forward risk. Understanding these cost/risk drivers will allow plan sponsors to focus on actions that will have the greatest cost control and risk mitigation impacts.

In this webinar, Dr. Bruce Campbell will review:
- New information about diagnoses and procedures with the greatest impact on cost/risk;
- Use of gaps in care and risk measures to identify cohorts or members at high risk;
- Prioritizing cohorts and/or members for plan-wide or individual intervention; and,
- Practical action steps to control cost and mitigate risk in these cohorts.

Register online: https://benefitadvisorsnetwork.com/blog/medical-costs-drivers-interventions/

ACA UPDATE: WHAT'S NEW WITH THE ACA?
Wednesday, June 12th at 12:00 noon EST
Presented by Stacy Barrow

In this informative webinar Stacy H. Barrow, Esq., BAN's Director of Compliance, provides an overview of the Affordable Care Act, including top compliance issues in 2019, 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 2019
2. A better understanding of new legal and regulatory issues
3. Insight into relevant court cases

Register online: https://benefitadvisorsnetwork.com/blog/aca-update/

HOW TO SOVE THE BIGGEST HR TECH PROBLEMS
Wednesday, June 26th at 12:00 noon EST
Presented by Josh Hoover

HR Technology can be used during the entire employee lifecycle, from candidate to COBRA, to pinpoint and fix the gaps. Josh Hoover will explain how using communication, automation, and integration can help.

Find out how:

- Effective communications can help with expectation management, relationship building, and relationship strengthening to build a better employee experience;
- Efficient automation can build on these communications for easier use, freeing up time for more strategic tasks and manual knowledge work;
- Non-automated tasks can be integrated with a more robust platform, and how to explore the possibilities & limitations to find programs that work for you.

Register online: https://benefitadvisorsnetwork.com/blog/how-to-solve-the-biggest-hr-tech-problems/

WORKING WITH YOUR *INDEPENDENT* THIRD-PARTY ADMINISTRATOR (TPA), PHARMACY BENEFIT MANAGER (PBM), AND NETWORKS TO CONTROL YOUR HEALTH PLAN COSTS
Wednesday, July 10th at 12:00 noon EST
Presented by David Konrad

This session will take a deep dive into the benefits of working with *Independent* Third-Party Administrators, Pharmacy Benefit Managers, and Narrow Networks.

- What is an Independent TPA and PBM?
- How are PBMs and TPAs paid?
- What is a Narrow Network?
- How does our plan implement these strategies?

Answers to these and many other questions will be explored.

Register online: https://benefitadvisorsnetwork.com/blog/working-with-your-independent-third-party-administrator-tpa-pharmacy-benefit-manager-pbm-and-networks-to-control-your-health-plan-costs/

SPECIALTY DRUG UPDATE
Wednesday, July 24th at 12:00 noon EST
Presented by Bruce Campbell

High (specialty drug costs for treating some chronic conditions can be as high as $1 million annually for a single plan member) and rising specialty drug costs have become the most important health plan cost driver for many employer groups. The entry of these drugs into the marketplace has raised important economic, health, and ethical questions for all health plans.

In this Webinar, Dr. Bruce Campbell will review:
1. The clinical effectiveness of commonly used specialty drugs;
2. The cost impact of these drugs, including ROI estimates and future cost projections;
3. The FDA specialty drug approval pipeline;
4. Ethical issues surrounding financing and use of these drugs;
5. Current options for managing costs and ensuring appropriate use of these drugs.

After this webinar, employers will have a better understanding of specialty drug use, the drug release schedule, and most importantly practical action steps to control costs without adversely affecting members' health and prognosis.

Register online: https://benefitadvisorsnetwork.com/blog/specialty-drug-update-2/

WORKPLACE WELLNESS PROGRAMS AND COMPLIANCE WITH DOL & EEOC RULES

Wednesday, August 14th at 12:00 noon EST
Presented by Stacy Barrow

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

Register online: https://benefitadvisorsnetwork.com/blog/workplace-wellness/

NEW TECHNIQUES & METHODS IN ACTUARIAL SCIENCE

Wednesday, August 28th at 12:00 noon EST
Presented by John Marshall

Join John Marshall, Senior Actuary and Principal at Windsor Strategy Partners, as he provides an update on new techniques and methodologies in Actuarial Science to help you achieve improved and more profitable results.

John will also provide an update on Association Health Plans.

Register online: https://benefitadvisorsnetwork.com/blog/new-techniques-methods-in-actuarial-science/

MARKETING YOUR CULTURE

Wednesday, September 11th at 12:00 noon EST
Presented by Glenn Smith

More than ever your company culture should be aligned as a part of your overarching business strategy. Not only is company culture part of your brand, which should be an important part of your products or services, it can either be an advocate of your vision, or your opponent.

Your culture should speak to your core values and your company's unique "why" customers do business with you. When your employees, culture and customers are aligned, they create a community, or bond, that becomes your greatest asset.

This asset will attract the right customers, influencers, partners, and ultimately the right employees to your organization.

Register online: https://benefitadvisorsnetwork.com/blog/marketing-your-culture/

IT SECURITY IN THE WORKFORCE

Wednesday, September 28th at 12:00 noon EST
Presented by Matt Jones

It's not just about employee and customer information, it's also the employer data and intellectual property data businesses have everywhere, from documents to email to cloud storage to accounting, attacks could cripple small businesses.

Focus on:
1. Multifactor Authentication;
2. Security Audits and Experts;
3. Cloud and Premise Security;
4. Everyone's Job;
5. Email and Browsing.

Register online: https://benefitadvisorsnetwork.com/blog/it-security-in-the-workforce-2/

INTRODUCTION TO CONSUMER DIRECTED HEALTHCARE AND ACCOUNT-BASED PLANS: HDHPS, HSAS, FSAS, AND HRAS

Wednesday, October 9th at 12:00 noon EST
Presented by Stacy Barrow

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 on 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
3. How HSAs, FSAs and HRAs have changed under the ACA

Register online: https://benefitadvisorsnetwork.com/blog/introduction-to-consumer-directed-healthcare-and-account-based-plans-hdhps-hsas-fsas-and-hras-2/

PLAN PERFORMANCE REPORTING

Wednesday, October 23rd at 12:00 noon EST
Presented by Bruce Campbell

Newer analytic techniques (based on "big data" analysis in other industries) are being implemented in the health and medical benefits spaces. These techniques have the potential to transform cost control and risk mitigation in employer-sponsored health plans.

In this Webinar, Dr. Bruce Campbell will review:
1. How these techniques work and are applied in other industries;
2. Examples of the emerging use of these techniques in private health plans; and,
3. Options for implementing advanced analytics at the employer level.

Register online: https://benefitadvisorsnetwork.com/blog/plan-performance-reporting/

HR TECHNOLOGY TRENDS
Wednesday, November 13th at 12:00 noon EST
Presented by Josh Hoover

During this webinar Josh Hoover helps attendees become more familiar with the different trends in HR Technology and how to best utilize their current systems, along with potentially evaluate new systems.

Register online: https://benefitadvisorsnetwork.com/blog/hr-technology-trends/

HR FOR 2020
Wednesday, November 21st at 12:00 noon EST
Presented by Bobbi Kloss

Join Bobbi Kloss for a special webinar on HR for 2020. Bobbi's webinar provides insight in developing a culture to attract and retain employees, regulatory updates including the EEOC and the DOL, and HR best practices. 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.

Register online: https://benefitadvisorsnetwork.com/blog/hr-for-2020

END OF YEAR COMPLIANCE ROUNDUP
Wednesday, December 11th at 12:00 noon EST
Presented by Stacy Barrow

During our final webinar of our 2019 Educational Webinar Series, Stacy H. Barrow, Esq. provides and overview of all things compliance in 2019, along with a look at what to expect in 2020. Attendees will receive an update on legal and regulatory changes under the ACA in 2019, a review of other agency guidance in 2019 applicable to health and welfare plans, an update on recent court cases affecting health and welfare plans, and what to expect in 2020.

Key takeaways include:
1. A better understanding of major changes in employee benefits law in 2019
2. Knowledge of court cases were most impactful to employee benefit plans in 2019
3. An understanding of potential changes and guidance expected for 2020

Register online: https://benefitadvisorsnetwork.com/blog/end-of-year-compliance-roundup/
