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## Stay up to date with our November Employee Benefits Newsletter.

Our monthly newsletter is designed to deliver you a curated list of legal updates, informative webinars and current insights.

### Upcoming Webinars



#### HR Technology Trends

Wednesday, November 13th @ 9:00 a.m. PST

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](#)

## HR for 2020

Wednesday, November 20th @ 9:00 a.m. PST

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](#)

### Compliance Update



## IRS Releases Guidance for Employers Offering Individual Coverage HRAs

The IRS has released the long-anticipated guidance regarding affordability for applicable large employers who wish to utilize individual coverage health reimbursement arrangements, which will allow employers to begin launching these plans in 2020. ICHRAs can be a great tool in certain situations, but employers who wish to stop all group health coverage in lieu of ICHRAs should only do so with assistance from their broker and legal counsel.

[Read More](#)

### Insights & Media



## Breaking the Silence on Mental Health

Conditions such as anxiety and depression can cost the global economy \$1 trillion each year in lost productivity, according to the World Health Organization.

[Read More](#)

## 4 Reasons Good Employees Lose Their Motivation

Carefully assessing the nature of the motivational failure — *before taking action* — is crucial.

[Read More](#)

## The 6 Most Important Building Blocks of A Cyber Policy

Ransomware attacks occur every 14 seconds and 50% of these attacks target small businesses.

[Read More](#)

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