



206-623-2448 | [info@truebenefits.net](mailto:info@truebenefits.net)



## Happy August!

We hope that you enjoy this newsletter featuring our August webinar schedule, monthly insights and open enrollment cookbook.

### Upcoming Webinars



## Q3 Quarterly Compliance Update

Tuesday, August 11 @ 11 a.m. PST

[Register](#)

## Workplace Wellness & DOL/EEOC Compliance

Wednesday, August 12 @ 9 a.m. PST

[Register](#)

## HCM Trends: Phase 2 Workforce Dynamics

Wednesday, August 19 @ 9 a.m. PST

[Register](#)

## How Reference Based Pricing Can Reduce Medical Costs

Wednesday, August 26 @ 9 a.m. PST

[Register](#)

### Compliance Update



#### **IRS Issues Affordability Percentage Adjustment for 2021**

Applicable large employers should be aware of the updated affordability percentage for plan years beginning in 2021. Although the affordability percentage has not increased significantly from 9.78% to 9.83%, employers should consider it along with all other relevant factors when setting contributions.

## [President Trump Issues Executive Orders Intending to Lower the Cost of Prescription Drugs](#)

As employers and employees struggle with rising drug costs, relief from federal agencies would be warmly welcomed. President Trump has issued an Executive Order aimed at reducing barriers in the fight for affordable prescription drugs.

## Insights & Media



### **9 Questions to Ask to Boost Your Remote Workers' Productivity**

Telecommuting has become a workplace reality as the coronavirus pandemic has forced all non-essential workers to work from home, disrupting our schedules, routines and mental and physical health.

[Read More](#)

### **Reopening the Office? Here's How to Stymie Transmission of COVID-19.**

While social distancing, wearing masks, washing hands and wiping down surfaces make workplaces safer, limiting the spread of the virus depends on identifying and disrupting systems of connections

[Read More](#)

# An Employer's Guide to Demonstrating Equity and Inclusion: Six Ways to Put Words into Action

Businesses around the globe are currently trying several approaches to respond to protests, to fight injustice, and to show they care about those who are often victims of mistreatment.

[Read More](#)

## One Last Thing

We know that conducting open enrollment in a normal year can be daunting. Now the pandemic is presenting even greater challenges around clear, educational communication to your employees about their benefits.

We want to help. Our experts created an [open enrollment cookbook](#) with all the necessary ingredients to create a successful virtual open enrollment that will keep your employees engaged and informed so they can make the best decisions to meet their specific needs.

Be sure to talk to your advisor to learn more about how you can take advantage of this tool designed to overcome 2020's unique obstacles.



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