

EBIA Webinar Recording Library

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RECORDING DATE	TITLE	ACRONYM
11/15/18	1094/1095 Reporting for 2018	EW215RT
	As we gear up for the next round of Form 1094/1095 reporting by large employers and providers of coverage, we'll be ready to walk you through the 2018 forms and instructions and agency guidance. Tune in to hear our experts share their insights on open issues, best practices, and practical tips for 2018 reporting.	
11/07/18	Health FSA Grace Periods and Carryovers	EW214RT
	Employers and employees alike are generally familiar with the "use-or-lose" rule for health flexible spending arrangements (health FSAs). But there are two ways to mitigate its impact: An employer can design its health FSA to include a grace period feature or a carryover feature—but not both. How does an employer decide which feature to offer—and can it change from one to the other? What compliance requirements and limits apply to these features, and how do they affect other benefits? We'll walk you through the rules, and considerations for employers considering which to offer.	
10/24/18	Workshop: Negotiating a HIPAA Business Associate Contract from the Plan Sponsor & Service Provider Perspectives	EW213RT
	This custom-designed program is presented as a negotiation workshop, with instructors representing each side of a HIPAA business associate contract negotiation—group health plan as covered entity, and service provider as business associate. We'll tackle the tricky issues, present multiple approaches, and answer your toughest questions—all in a lively format that includes presentation of the issues, sample language, some role-play dialogue, and a Q&A session.	
10/11/18	Group Health Plan SPDs: Content and Distribution	EW212RT
	ERISA requires virtually all group health plans sponsored by private-sector employers to provide summary plan descriptions. (Many non-ERISA plans also follow the SPD rules.) We'll tell you what content is required, what else is advisable, and why you shouldn't adopt a "template" SPD without reviewing it and determining whether it needs to be tailored to your plan. While we walk you through the most important content and distribution requirements for health plan SPDs, we'll share practical tips for plan sponsors, service providers, and advisors.	
09/26/18	Group Health Plans Quarterly Update: 3Q 2018	EW211RT
	Get the latest-breaking updates! We'll deliver the latest legislative, regulatory, and judicial developments affecting employer group health plans and cafeteria plans—plus practical insights from experienced employee benefits attorneys. Whether you're an employer plan sponsor, service provider, or advisor, tune in for updates on ERISA, COBRA, HIPAA, the ACA, and other federal laws.	
09/13/18	Administrative Services Agreements for Group Health Plans	EW210RT
	Administrative service agreements are a key element of group health plan administration, implicating various ERISA issues such as fiduciary status, plan asset rules, and prohibited transactions. They also intersect with other aspects of plan compliance, including HIPAA privacy and security, COBRA administration, and the Affordable Care Act. We'll explore key legal issues and analyze sample agreement language—helping plan sponsors, service providers, and their advisors anticipate and avoid potential pitfalls.	
08/29/18	Learning the Ropes: An Introduction to HRAs and HSAs	EW209RT
	Our "Learning the Ropes" series is the perfect tool for training new staff or a quick refresher for yourself! As a crucial design feature in consumer-driven health care programs, health reimbursement arrangements (HRAs) and health savings accounts (HSAs) have become increasingly common in the workplace. Basic training on HRAs and HSAs is important whether your company sponsors employee benefits, supplies administrative services, or provides compliance advice.	
08/16/18	Wrap Documents and Bundled Plans: Pros, Cons & Logistics	EW208RT
	Why do some employers "bundle" all of their health benefits into one plan, while others maintain separate plans for different types of benefits? These decisions can have implications under ERISA, COBRA, and various aspects of Affordable Care Act compliance. We'll explore what factors employers and their advisors should consider—for insured and self-insured plan. And we'll discuss the logistics of bundling, including drafting tips for wrap documents and SPDs.	
07/26/18	Telemedicine, On-Site Clinics, and Other Trends in Employer-Sponsored Health Plans	EW207RT
	What's happening with the latest health plan design trends—and how might legislative or regulatory developments affect them? What challenges do they raise for compliance with ERISA, COBRA, the Affordable Care Act, and other federal laws? We'll consider telemedicine, on-site clinics, executive medical programs, tiered and narrow networks, and reference-based pricing. Bring your questions for our Q&A session—or submit them in advance of the live webinar!	

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07/19/18	Learning the Ropes: An Introduction to COBRA Continuation Coverage	EW206RT
	Our “Learning the Ropes” series is the perfect tool for training new staff or a quick refresher for yourself! COBRA violations are frequent fodder for litigation by former employees, so it’s crucial that all individuals involved in COBRA administration—employers, administrators, and advisors—understand the rules and the importance of being able to demonstrate the plan’s compliance. We’ll explain the COBRA basics, as well as some practical tips for reducing liability exposure.	
06/28/18	Group Health Plans Quarterly Update: 2Q 2018	EW205RT
	Get the latest-breaking updates! We’ll deliver the latest legislative, regulatory, and judicial developments affecting employer group health plans and cafeteria plans—plus practical insights from experienced employee benefits attorneys. Whether you’re an employer plan sponsor, service provider, or advisor, tune in for updates on ERISA, COBRA, HIPAA, the ACA, and other federal laws.	
06/07/18	Health FSA and DCAP Nondiscrimination Rules: Design and Testing Fundamentals	EW204RT
	The Code’s nondiscrimination rules for health flexible spending arrangements (FSAs) and dependent care assistance programs (DCAPs) prevent discrimination in favor of individuals who are highly compensated or otherwise key to the sponsor’s business—and favorable tax treatment for these individuals requires compliance with the nondiscrimination rules. This webinar will help employers, service providers, and advisors understand and navigate the various tests, and how to avoid problems through monitoring and plan design. A separate webinar on nondiscrimination rules for cafeteria plans is offered on May 23, 2018 (with a recording available afterwards).	
05/23/18	Cafeteria Plan Nondiscrimination Rules: Design and Testing Fundamentals	EW203RT
	The Code’s nondiscrimination rules for cafeteria plans prevent discrimination in favor of individuals who are highly compensated or otherwise key to the plan sponsor’s business—and favorable tax treatment for these individuals requires compliance with the nondiscrimination rules. This webinar will help employers, service providers, and advisors understand and navigate the various tests and avoid problems through monitoring and plan design. You can also register for our separate webinar on nondiscrimination rules for health flexible spending arrangements (FSAs) and dependent care assistance programs (DCAPs), offered on June 7, 2018.	
05/03/18	Form 5500 for Group Health Plans: Preparation and Filing	EW202RT
	Form 5500 failures can trigger some of the toughest penalties in employee benefits law—making careful compliance a must for plan sponsors, service providers, and advisors. Our annual webinar explains the filing obligation and walks you through the actual form for the 2017 plan year, highlighting the health and welfare requirements, potential pitfalls, and any changes from the 2016 Form.	
04/18/18	Claims and Appeals Rules for Group Health and Disability Plans	EW201RT
	For employers with self-insured group health plans, responsibility for complying with the claims and appeals rules generally falls on the employer as plan administrator. While many employers turn to third-party claims administrators to carry out some or all of these functions, the employer retains legal responsibility. Join our instructors for an analysis of the legal framework as well as strategies for managing the practical challenges. We’ll also include the DOL’s newly revised rules applicable to disability plans.	
04/05/18	Cafeteria Plan Election Changes: Who, What, Why, and When?	EW200RT
	Change happens. But the cafeteria plan rules don’t always allow it. Which status changes permit election changes—and how does the consistency rule apply? What if an employee made an election mistake that doesn’t come to light until the plan year is well underway? Our experts will walk through the election change rules focusing on what plan sponsors, administrators and advisors need to know. They’ll apply the rules to real-life scenarios, suggest best practices (including a four-step process for analyzing any election change request), and answer your trickiest election-change questions.	
03/28/18	Group Health Plans Quarterly Update: 1Q 2018	EW198RT
	Get the latest-breaking updates! We’ll deliver the latest legislative, regulatory, and judicial developments affecting employer group health plans and cafeteria plans—plus practical insights from experienced employee benefits attorneys. Whether you’re an employer plan sponsor, service provider, or advisor, tune in for updates on ERISA, COBRA, HIPAA, the ACA, and other federal laws.	
03/21/18	QSEHRAs and HRAs: Latest Developments	EW199RT
	The IRS issued voluminous QSEHRA guidance in late 2017, and President Trump’s Executive Order directed the responsible federal agencies to consider expanding HRA flexibility for all employers. What’s new, what’s in the works, and what should employers, service providers, and advisors do now? We’ll consider the public comments on the QSEHRA FAQ guidance, what to expect as the FAQs become regulations, and what the agencies may be considering for HRAs.	

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03/08/18	Time for a Check-Up: Wellness Program Design & Administration	EW197RT
	With the soaring popularity of wellness programs, evolving technology tools, and a slew of overlapping—and sometimes conflicting—rules under multiple federal laws and court decisions, how can employers, service providers, and their advisors stay on top of the latest developments in program design and administration? Tune in for a check-up from experienced benefits attorneys who put the legal rules in perspective and offer insight on best practices.	
02/21/18	Learning the Ropes: An Introduction to ERISA Compliance for Group Health Plans	EW196RT
	Our new “Learning the Ropes” series is the perfect tool for training new staff or a quick refresher for yourself! ERISA’s technical rules can be a legal minefield for the new administrator or practitioner. We’ll introduce the key concepts, and highlight key rules for compliant plan administration—including fiduciary responsibility, claims and appeals, and participant disclosures.	
02/08/18	Notice Requirements: A Calendar and Checklist for Group Health Plans	EW195RT
	What notices must be sent—to whom, and when? The list of notice requirements for group health plans continues to grow: ERISA, COBRA, HIPAA, ACA, ADA, and other federal mandates. Using a calendar-based and event-based approach, we’ll catalog the notices your plans need to survive the plan year—and highlight best practices for ensuring compliance.	
01/25/18	Group Health Plans: Your Key Compliance Challenges for 2018	EW194RT
	What’s the latest on the fate of the ACA? What new rules may be on the horizon? And what about the perennial challenges of plan administration under ERISA and COBRA? This session will be devoted to attendee questions submitted in advance, along with practical insights from experienced benefits attorneys to help you anticipating challenges and avoid compliance missteps.	
01/17/18	Learning the Ropes: An Introduction to HIPAA Privacy & Security	EW193RT
	Our new “Learning the Ropes” series is the perfect tool for training new staff or a quick refresher for yourself! The latest enforcement activity—and constant breach threats—make HIPAA privacy and security compliance more important than ever. Designed for plan sponsors, TPAs, advisors, and other business associates, this webinar delivers the basics on HIPAA’s privacy, security, and breach notification rules. Combine it with your organization-specific HIPAA policies and procedures, and you can satisfy HIPAA’s training requirement for workforce members who handle protected health information.	
12/14/17	New Year’s Resolution: Self-Audit Your Group Health Plan	EW192RT
	Calling all plan sponsors and plan administrators: What’s the best way to ensure your group health plans are in compliance with legal rules before you’re audited by the government? Conduct a self-audit! As a plan sponsor or plan administrator, you are responsible for the plan’s compliance—even if you’re outsourcing administration to a TPA. We’ll explain how you can audit your plan (or work with your service provider to audit the service provider’s administrative functions) to identify and correct potential problems across all areas of compliance—tax, ERISA, COBRA, and HIPAA—before you hear from the IRS, DOL, or HHS. We’ll walk you through how you can use the agencies’ own guidelines and audit materials to design and implement a self audit of the plans you sponsor or work with.	
12/06/17	Group Health Plans Year-End Update: Looking Ahead to 2018	EW191RT
	Get the latest breaking updates! This webinar gives you the latest developments affecting employer group health plans and cafeteria plans—including legislative changes, agency guidance, and court decisions on health care reform, ERISA, COBRA, HIPAA, and other federal mandates. Whether you’re an employer plan sponsor, service provider, or advisor, you’ll get the most current news affecting the plans you work with—along with practical insights from our experienced employee benefits attorneys, and a look ahead to 2018.	