

McCart / Assurex Global

2012 WEBINARS

~~~~~First Quarter Benefit Compliance Webinars~~~~~

Human Resources and Benefit Administrators need to know what a Data Breach is and what actions must be taken to avoid fines and civil actions. This seminar will explain what a Data Breach is and what actions the organization must take under HIPAA and state breach laws. Learn what data elements are included, what notifications must be made, to whom and when the notifications must be made. The most common sources for data breaches will also be presented. Learn what HR and the IT Department can do minimize the chance of a Data Breach. Most breach laws require that written Policies and Procedures are in place so that your organization can execute the appropriate actions if a breach occurs. Common sense and somewhat more complex safeguards will be discussed that, if in place, will greatly limit your risk to Data Breaches.

Presenter: Mark Hoaglund, Principal HIPAA Consultant, Benefit Comply, LLC

Mark Hoaglund is the principal HIPAA consultant for Benefit Comply, LLC. Previously Mark provided HIPAA support and consulting to employers and insurance organizations through his affiliation with HIPAA answers, and has helped more than 200 companies with their HIPAA compliance needs. Before becoming a HIPAA Compliance Specialist, Mark worked in the technology area for Fortune 500 companies including Pillsbury and Honeywell as a Senior Manager and Project Manager. He has extensive experience with Data Security and Security Management. Mark held lead positions in application development, application support, and computer operations.

The issues surrounding employee benefit coverage for domestic partners and same-sex couples is becoming more complex as various states change their laws regarding these relationships. State rules impact employer plans differently depending on whether the plan is fully-insured or self-funded, but even self-funded plans have issues that must be considered. Furthermore, employers must also understand how the coverage they choose to provide is treated by both federal and state tax laws. This session will review the current status of state legislation in this area, including state tax laws, and how they impact the employer benefit eligibility strategies.

Presenter: Bob Radecki, President, Benefit Comply, LLC

Bob Radecki has more than 25 years' experience in the HR and employee benefits industry helping employers deal with difficult benefit and compliance matters. Previously, Bob founded and served as President of A.E. Roberts Company, a nationally recognized compliance consulting and training firm. He has served as the principal HIPAA consultant to a number of health insurance companies, and is recognized as a leading expert on a variety of benefit compliance issues including COBRA, FMLA, Health Reform and more. Bob has been the featured speaker at numerous industry events and conferences, and has published a number of articles concerning various compliance issues.

As employers begin to understand the general health reform rules contained in the Affordable Care Act (ACA) they are recognizing the need for a greater understanding of the specific details based on the employer's particular employee demographics and plans. This webinar will explain how to calculate the subsidies for individuals and how to estimate potential employer penalties based on the employer's specific situation.

Presenter: Bob Radecki, President, Benefit Comply, LLC

**Data Breaches and
Breach Notification
-What HR/Benefits Staff
Need to Know**

Jan 19, 12:00-1:30 PM

**Benefits Issues Related
to Same-Sex Marriage
and Domestic Partner
Coverage**

Feb 23, 1:00-2:30 PM

**Calculating Individual
Subsidies and Employer
Penalties under the
Affordable Care Act**

Mar 22, 2:00-3:30 PM