

NFP Client Learning Portal



2021 Archives



GET WISE WEDNESDAY

2021 Benefits Compliance Is Like a Box of Chocolates

March 3, 2021

With the end of one presidential administration, the beginning of a new one and an ongoing COVID-19 crisis, there is a lot going on from a benefits compliance standpoint. Join us for a discussion of the most recent government guidance and/or legislation concerning employee benefits.

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GET WISE WEDNESDAY

Kicking Off the Year with the Nuances of 2020 ACA Reporting

January 20, 2021

As deadlines approach, please join us for a refresher on ACA reporting. We will review the basic requirements and tackle how various employment scenarios would affect reporting. We'll also address a number of reporting frequently asked questions, and highlight the IRS' 2021 good faith effort and penalty relief.

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GET WISE WEDNESDAY

Employee Benefits Implications of the 2021 Government Funding Bill

January 6, 2021

Congress recently passed an end-of-year spending bill, replete with COVID-19 relief. For the second year in a row, the bill also includes many benefits-related provisions. Join us for a discussion of the bill's provisions and how they will affect employer plan sponsors.

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2020 Archives



GET WISE WEDNESDAY

Get Wise Wednesdays Live: So Long and Farewell to 2020

December 16, 2020

Although much of 2020 seems to have been consumed by COVID-19, the federal government and courts were busy providing benefits-related guidance and changes. Join the entire Benefits Compliance Team for a discussion highlighting the year's benefits compliance occurrences and looking toward 2021.

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GET WISE WEDNESDAY

The ACA: Back at the Supreme Court

November 18, 2020

The Supreme Court will have heard oral arguments on the constitutionality of the ACA in the *California v. Texas* case on November 10, 2020. Join us for a discussion of the case, analysis of where the ACA stands, and upcoming ACA compliance deadlines.

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GET WISE WEDNESDAY

Contending with COBRA: General Tips and COVID-19 Implications

October 21, 2020

Administering COBRA can feel like one of the most detailed aspects of benefits compliance. Even when there's a vendor in place, employers should understand the rules involved with COBRA. Join us as we outline the requirements under the law, provide tips on how to remain compliant, and discuss some of the ways that the COVID crisis has impacted plans' COBRA administration.

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2020 Archives



GET WISE WEDNESDAY

The Time Has Come for Open Enrollment

September 16, 2020

Join us as we provide benefits compliance tips on facilitating the annual open enrollment period. We will lay out some general plan sponsor best practices and highlight some of the specific considerations that may be necessary this year.

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GET WISE WEDNESDAY

Let's Talk Plan Documents

August 19, 2020

Employee benefits regulations come from a myriad of federal laws, each of which result in different plan sponsor obligations. Specifically, the plan documents that are necessary to comply with those laws vary and the purpose and required distribution of each can be downright confusing. Join us as we discuss the different plan documents that are required to be maintained by a group health plan and the nuances to complying with those requirements.

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GET WISE WEDNESDAY

FSAs, HSAs and HRAs: Compliance Nuances and COVID-19 Considerations

July 15, 2020

FSAs, HSAs, and HRAs come with a myriad of compliance rules. Join us as we provide a review of the basic rules and nuanced issues surrounding these reimbursement arrangements. We will also discuss the compliance aspects that have been effected by governmental guidance on COVID-19.

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2020 Archives

GET WISE WEDNESDAY

Wellness Plans: A Compliance Refresher and Discussion of COVID-19 Implications

June 17, 2020

Wellness plans take many forms, each of which bring different compliance obligations. Join us for a refresher on the laws that apply to wellness programs and the common pitfalls employers run into. We'll also briefly discuss some of the questions employers have concerning their wellness program amidst the COVID-19 crisis.

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GET WISE WEDNESDAY

Detecting ACA Compliance Tripwires

May 20, 2020

The ACA is still in effect, and there are compliance obligations that employers are continuing to have trouble with. Join us as we provide an update on different provisions of the ACA and explore some of the requirements to which employers should pay special attention.

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GET WISE WEDNESDAY

Qualifying Events: Back to Basics

March 18, 2020

We all know the cafeteria plan general rule that participants cannot change their election mid-year unless they experience a qualifying event. Join us in this webinar to review those qualifying events and situations. The compliance information presented will provide reminders for HR professionals as they process these events.

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2020 Archives

GET WISE WEDNESDAY

Love and Benefits: Spousal and Domestic Partner Compliance Considerations

February 19, 2020



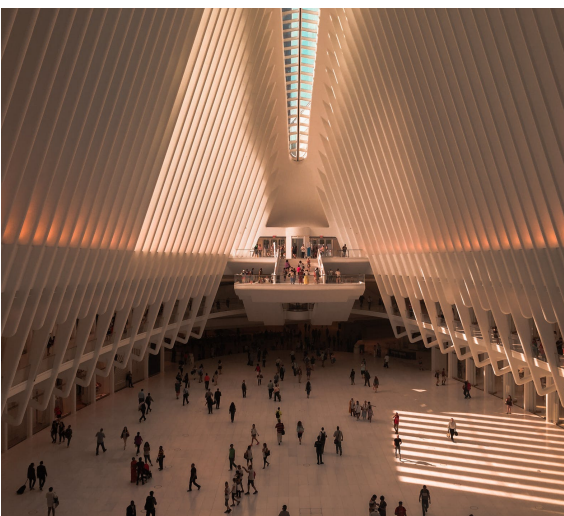
Join the Benefits Compliance team as we discuss the compliance implications of offering spousal and domestic partner coverage. We'll discuss different plan designs and how benefits-related federal and state laws impact the group health plan coverage of participants' significant others.

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GET WISE WEDNESDAY

The SECURE Act is Here: What Does that Mean?

January 15, 2020



In the end of the year spending bill, Congress approved the SECURE Act. This retirement legislation is the most comprehensive retirement plan legislation to pass since the Pension Protection Act of 2006. Join us on this call as we discuss the changes that are included in the bill and analyze the provisions that will directly or indirectly affect retirement plan sponsors and participants.

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2019 Archives

GET WISE WEDNESDAY

Live! - 2019 Year in Review

December 18, 2019

This is the last edition of the inaugural year of Get Wise Wednesdays. Join the Benefits Compliance team for a live discussion of the regulatory, legislative, and judicial changes to benefits compliance-related laws in 2019. We will highlight the changes that we think will have the greatest potential impact on employer plan sponsors and chat about what 2020 may bring.

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GET WISE WEDNESDAY

You're Never Too Small to Be in Compliance

November 20, 2019

Many small employers are unaware of their compliance obligations because they wrongly assume that most compliance requirements only apply to larger plans. This webinar will be geared towards employers with less than 100 participants and will identify the benefits-related laws that apply to even the smallest employers. The speakers will also discuss some of the practical compliance implications for small companies that intend to grow organically or through acquisition.

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GET WISE WEDNESDAY

Cyber Threats Facing Fiduciaries Today

October 16, 2019

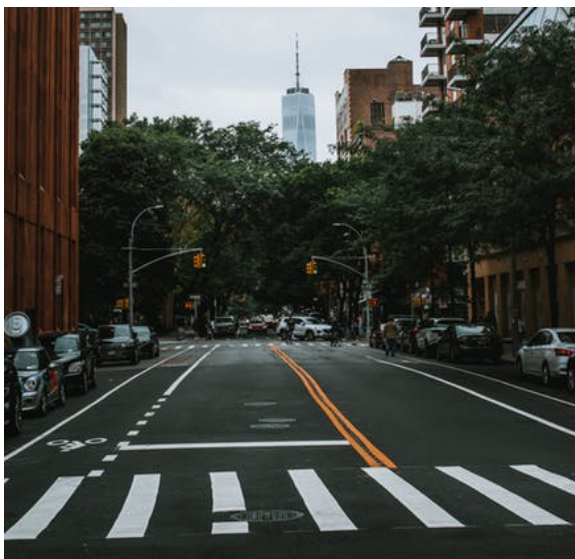
One of the consequences of doing more and more plan administration and communication electronically is an increased threat of cybersecurity breaches. Join us and our guest speakers from GRA Quantum for a discussion of what plan fiduciaries can do to minimize the risk of cyberattacks that could affect businesses and plan participants.

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GET WISE WEDNESDAY

Top 10 Compliance Tips for Open Enrollment

September 18, 2019

It's that time of year again: Calendar year plan sponsors are gearing up for open enrollment. Although this is generally an annual process, employers do experience hiccups in administering open enrollment in a compliant manner. Join us for a discussion of some of the most frequent mistakes employers make in running their open enrollment period.

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GET WISE WEDNESDAY

Remote Workers Anyone? - Benefit Compliance Considerations for Remote Employees

August 21, 2019

With the advent of the Internet, more and more companies are hiring remote or teleworking employees. Join us on this webinar for a discussion of how the benefits-related laws apply to workers that are not in the office.

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GET WISE WEDNESDAY

Is Your Wellness Program Running Well?

July 17, 2019

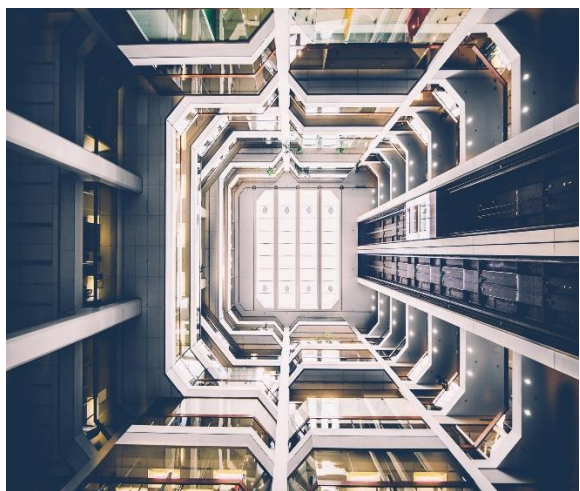
Many employers are beginning to offer different types of wellness programs to their employees. Whether an employer's wellness program pays for gym memberships or incentivizes tobacco-free employees, there are rules the employer must keep in mind. There are even a few compliance requirements when the employer is offering a wellness program that is administered by an insurer or vendor. Join us as we discuss wellness programs and the compliance obligations involved in offering them.

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GET WISE WEDNESDAY

Don't Let Innovation Cause Complication

June 19, 2019

Dealing with rising health costs, employer plan sponsors are always looking for new ways to limit health care expense by embracing non-traditional benefits designs. However, those designs could trigger additional or different compliance requirements. Join us on this webinar to hear some of the designs that employers are contemplating and what they mean for employers' compliance obligations.

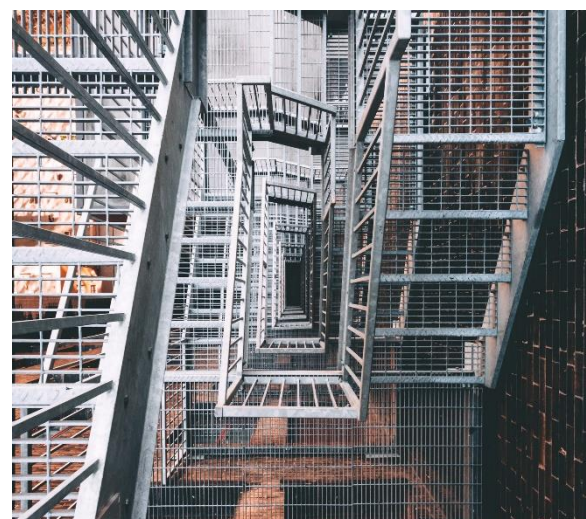
[View Streaming Recording](#)


GET WISE WEDNESDAY

It's That Time Again - A Refresher on Form 5500 Annual Reporting

May 15, 2019

For calendar year plans, the deadline to file the Form 5500 is July 31. In this webinar, we will conduct a high-level review of ERISA's obligation to report annually, including a discussion of the different schedules of the Form and when they are necessary. We'll also address some of the frequently asked questions about Forms 5500 filings that arise during the filing season.

[View Streaming Recording](#)


GET WISE WEDNESDAY

Employer — Are You There? It's Me, COBRA

April 17, 2019

In this Get Wise Wednesday, the NFP compliance team will give a refresher on COBRA and how, after 34 years, it is still going strong. We will begin with a basic outline of COBRA and the employer requirements as well as how it interacts with the marketplace exchanges. We will also provide recent SPARQ questions for tricky COBRA situations. By the end of this session, participants will have a better understanding of COBRA and the ongoing employer responsibilities and obligations.

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2019 Archives



GET WISE WEDNESDAY

The Role of Employee Benefits in Mergers and Acquisitions

March 20, 2019

We will discuss the role of employee benefits in mergers and acquisitions to help prepare you for the necessary due diligence and documentation phases of a transaction. We will begin with a review of some of the basic employee benefits considerations for mergers and acquisitions. By the end of the session, participants should better understand the legal requirements as well as the responsibilities and obligations of employers regarding the role of employee benefits in mergers and acquisitions.

[View Streaming Recording](#)



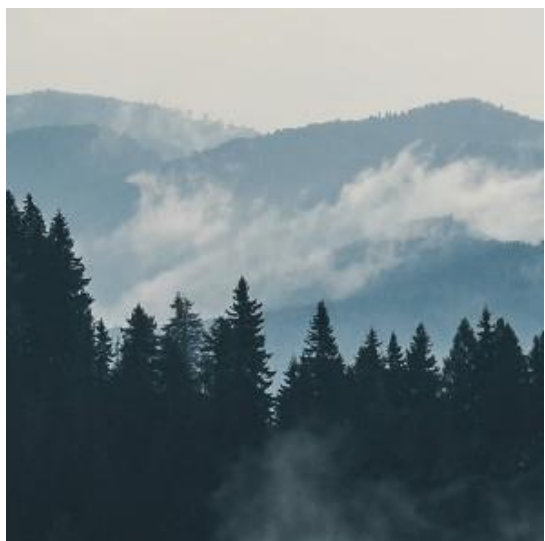
GET WISE WEDNESDAY

Facts and Fictions about Health Savings Accounts (HSAs)

Feb 20, 2019

We will discuss the compliance requirements associated with offering HSAs through various scenarios. By the end of the session, participants should better understand the compliance aspects of offering HSAs and be able to identify and remedy some of the common pitfalls associated with HSAs. Join us to learn what steps you need to take to be in compliance.

[View Streaming Recording](#)



GET WISE WEDNESDAY

Make a Resolution to Comply with HIPAA

January 16, 2019

It's a new year. Time for resolutions and goals. Why not make a goal in 2019 to get your plan into compliance with HIPAA Privacy and Security? All sized employer plans, both fully and self-insured, have some responsibility including adopting and maintaining policies and procedures, naming a privacy officer, conducting a risk assessment and implementing safeguards. Join us to learn what steps you need to take to be in compliance.

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