

EBIA Recorded Webinars

To find out more about the **EBIA** Recorded Webinars below, click the webinar's title.

System Requirements - Recordings are not playable via mobile, iPad or other tablet devices.

Please note - No credit is granted for webinar recordings.

For a list of upcoming live **EBIA** Webinars click here : [EBIA Webinars](#)

| RECORDING DATE | TITLE | ACRONYM |
|----------------|---|---------|
| 04/14/22 | 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. | |
| 03/24/22 | Group Health Plans Quarterly Update: Q1 2022 | EW241RT |
| | Get the latest-breaking updates—including recent legislation and other guidance relating to the COVID-19 emergency! 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. | |
| 03/10/22 | Learning the Ropes: An Introduction to Cafeteria Plan Design & Administration | EW216RT |
| | EBIA’s “Learning the Ropes” series is the perfect tool for training new staff or a quick refresher for yourself! Cafeteria plans are one of the most popular benefits around, allowing employees to buy coverage with pre-tax dollars while employers save on taxes, too. These tax advantages are subject to detailed compliance rules, however, and proper training for individuals new to cafeteria plan administration is critical. Whether you are a plan sponsor, TPA, or advisor to cafeteria plans, this webinar introduces the basics, with practical tips and examples to help illustrate the rules. | |
| 02/16/22 | 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 nonERISA plans also use the SPD rules as guidelines.) 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. | |
| 02/09/22 | Leaves of Absence and Paid Time Off: Selected Issues for Group Health Plans | EW171RT |
| | Employee leaves of absence take many forms. Whether legally required under the FMLA, or offered as an employer policy, leaves create special challenges for health and welfare benefits administration. And the ongoing COVID-19 pandemic continues to add another layer of complexity. Our experts will explain the legal issues, highlight common challenges, and share practical tips. | |
| 01/26/22 | HIPAA Breaches: Preparation and Response | EW178RT |
| | With threats of hackers and “ransomware” on the rise and more employees working remotely, a HIPAA breach may seem inevitable. How can group health plans and their business associates (TPAs and other service providers) prepare? Our experts will explain the importance of identifying an incident response team—and creating a workable incident response plan—before a potential breach occurs. We’ll use recent ransomware guidance to illustrate application of the multi-factor assessment that determines whether a breach has occurred. Finally, we’ll cover the rules for notifying affected individuals, HHS, and the media if a breach has occurred—along with practical tips for implementing the notification process. | |
| 01/20/22 | ERISA Fiduciary Duties for Third-Party Administrators and Other Service Providers | EW225RT |
| | Fiduciaries have a special status under ERISA. Sometimes that’s good, and sometimes that’s bad. The key is to know when you are—or may be—acting as a fiduciary, and what your obligations are both as a fiduciary and as a non-fiduciary service provider. This program will discuss key concepts and issues for TPAs and other service providers under ERISA’s fiduciary duty and prohibited transaction rules, including when someone is a fiduciary, what it means to be a fiduciary, and why even non-fiduciary service providers must be mindful of how they structure their service agreements and compensation. | |
| 12/16/21 | Group Health Plans Year-End Update and Looking Ahead to 2022 | EW237RT |
| | Get the latest-breaking updates—including guidance relating to COVID-19, surprise medical billing, transparency and more! We’ll cover current 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. | |

EBIA Recorded Webinars

To find out more about the **EBIA** Recorded Webinars below, click the webinar's title.

System Requirements - Recordings are not playable via mobile, iPad or other tablet devices.

Please note - No credit is granted for webinar recordings.

For a list of upcoming live **EBIA** Webinars click here : [EBIA Webinars](#)

| RECORDING DATE | TITLE | ACRONYM |
|----------------|---|---------|
| 12/09/21 | 1094/1095 Reporting for 2021 | EW215RT |
| | As we gear up for the next round of Form 1094/1095 reporting by large employers and coverage providers, we'll be ready to walk you through the 2021 forms and instructions and agency guidance. Tune in to hear our experts share their insights on open issues, best practices, and practical tips for 2021 reporting. | |
| 11/18/21 | 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. | |
| 11/10/21 | Required Notices for Group Health Plans: Is Your Inventory Up-to-Date? | EW228RT |
| | What do you need to send—to whom, and when? There is a long list of notice requirements for group health plans—and your roster of health plan-related notices is probably due for a check-up. We'll use a calendar-based and event-based approach to highlight the key notices group health plans will need to have ready for the coming plan year. | |
| 10/21/21 | Medicare and COBRA: Understanding the Interaction and Avoiding Common Mistakes | EW189RT |
| | The intersection of Medicare and COBRA is one of the most complex aspects of group health plan administration. Failing to navigate the complexities can be costly. We'll give you the background—the ABC's (and D) of Medicare, and explain the difference between eligibility for and "entitlement to" Medicare. Our main focus will be the interaction between Medicare and COBRA—for example, explaining when a covered employee's Medicare entitlement is and is not a COBRA qualifying event, and when a covered employee's Medicare entitlement can extend COBRA's maximum coverage period for the employee's spouse and children. We'll also highlight some other key Medicare compliance rules. | |
| 10/07/21 | Claims and Appeals Rules for Group Health and Disability Plans: Translating Rules into Best Practices | EW201RT |
| | Mishandled claims and appeals frequently lead to litigation, and even when a third party carries out claims-related functions, the employer likely has some legal exposure. Compliance is particularly tricky for group health claims and disability claims, due to enhanced rules and a "strict compliance" standard. Join our instructors for an analysis of the legal framework as well as strategies for managing the practical challenges. | |
| 09/29/21 | Group Health Plans Quarterly Update: 3Q 2021 | EW236RT |
| | Get the latest-breaking updates—including guidance relating to the COVID-19 emergency and more! 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. | |
| 09/16/21 | DOL Investigations: Tips and Best Practices | EW230RT |
| | Are you prepared if the DOL comes knocking? In this webinar we will cover the DOL's enforcement authority and priorities relating to ERISA health and welfare plans, and explain the audit process—including types of documents and information normally requested, on-site interviews, and types of closing letters. Our speakers will offer practical tips to help you be prepared to present an effective response. | |
| 08/26/21 | Learning the Ropes: An Introduction to ERISA Compliance for Group Health Plans | EW196RT |
| | Our "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. | |
| 08/12/21 | Practical Application of HIPAA Use and Disclosure Rules for Group Health Plans | EW226RT |
| | In this webinar, we'll demystify HIPAA's detailed rules governing use and disclosure of protected health information (PHI) by group health plans, plan sponsors, and business associates. We'll review the definitions of covered entities and business associates and what is—and is not—PHI. We'll discuss uses and disclosures for payment and health care operations—along with special conditions for disclosures to plan sponsors. We'll explain the uses and disclosures that require individual authorizations. We'll conclude with a discussion of breach notification requirements that may be triggered by improper uses or disclosures PHI. | |

EBIA Recorded Webinars

To find out more about the **EBIA** Recorded Webinars below, click the webinar's title.

System Requirements - Recordings are not playable via mobile, iPad or other tablet devices.

Please note - No credit is granted for webinar recordings.

For a list of upcoming live **EBIA** Webinars click here : [EBIA Webinars](#)

| RECORDING DATE | TITLE | ACRONYM |
|----------------|---|---------|
| 07/22/21 | Common Mistakes and How to Fix Them: Cafeteria Plans, Health FSAs, and DCAPs | EW151RT |
| | The administration of cafeteria plans, health FSAs, and DCAPs presents many opportunities for mistakes—election mistakes, overpayments, incorrect salary withholding. We'll walk through examples of common mistakes and discuss how to find, fix, and even prevent them. | |
| 07/07/21 | Learning the Ropes: An Introduction to HIPAA Privacy & Security | EW193RT |
| | Our "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. | |
| 06/23/21 | Group Health Plans Quarterly Update: 2Q 2021 | EW235RT |
| | Get the latest-breaking updates—including recent COVID-19-related guidance and more! 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. | |
| 06/10/21 | 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. The Consolidated Appropriations Act, 2021 introduced new requirements for certain types of service agreements, along with a number of new obligations for plans, making this the perfect time to review considerations relating to administrative service agreements. We'll explore key legal issues and analyze sample agreement language—helping plan sponsors, service providers, and their advisors anticipate and avoid potential pitfalls. | |
| 05/26/21 | Health Savings Accounts (HSAs) in 2021: Advanced Issues and Recent Developments | EW248RT |
| | Health Savings Accounts (HSAs) can be a useful element of an employer's health benefit offerings, but the rules can be complex. In this webinar, our speakers—both practicing attorneys--will address benefits that can affect HSA eligibility (including HDHP design issues and incompatible coverage), as well as select issues in HSA design and implementation, such as contribution timing, fund offerings, and avoiding ERISA's application. They will also discuss various mistakes in plan administration (e.g., contribution errors) and other legal risks. In addition, we will address recent legislative and agency developments affecting HSAs, including COVID-19-related relief. | |
| 05/06/21 | 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 2020 plan year, highlighting the health and welfare requirements, potential pitfalls, and any changes from the 2019 form. | |