



EMPLOYEE BENEFITS LAW UPDATES

17TH ANNUAL ADVANCED SEMINARS

A 2 day seminar that examines the highly complex benefits challenges you face every day.



LAS VEGAS, NEVADA
May 4-5, 2020



ATLANTA, GEORGIA
September 28-29, 2020

**Washington Update:
What's New?
Recent Guidance and Current
Employee Benefit Projects**

Qualified Plans

**Identifying Plan Errors
and Developing Solutions
to the Errors**

**IRS and DOL Audits:
How to Manage**

**Plan Administrators:
Enhancing Communication
and Avoiding Pitfalls**

**When the Auditors Come
Knocking: Top 10 Health Plan
Traps to Avoid in 2020**

**Health Care Reform
Compliance Boot Camp**

**Defined Contribution
Healthcare in a Post-ACA
World: Private Exchange
Compliance Issues and
Opportunities**

**Deja-vu all over again:
The Brave New World
of Onsite Clinics**

**HIPAA Compliance
and Big Data Breach:
How to Limit Your Exposure**

**Wellness Programs and
Disease Management:
Overcoming Legal Compliance
Hurdles**

Discrimination Testing Basics

IAML Open Forum

So that everyone's questions can be answered, there will be an "open forum" session that will provide you with an opportunity to ask questions regarding topics that were not covered.



SEMINAR SCHEDULE**LAS VEGAS, NEVADA****May 4-5, 2020**

8:00 a.m. – 4:00 p.m.

Planet Hollywood Resort & Casino

(866) 919-7472

ATLANTA, GEORGIA**September 28-29, 2020**

8:00 a.m. – 4:00 p.m.

Seminar location will be at the office of Alston & Bird in Midtown Atlanta

OVERVIEW

IAML's 2 day Employee Benefits Law Update provides a thorough update which analyzes up-to-the-minute issues and developments along with their real-world impact and the impact of recent changes, directives, and regulations. As a result of new developments and court decisions; intensified scrutiny by enforcement agencies; dramatic increases in benefits-related litigation; and severe liabilities for missteps, the information presented in these seminars is as timely as it is critical.

- Learn the critical employee benefits issues facing U.S. employers in these dramatically changing times.
- Discover what issues the agencies are auditing and how best to prepare your team for in-depth scrutiny.
- Learn how to assess the viability of new benefit offerings (onsite clinics, telehealth, and account based plans) and whether they make sense for your organization.

Washington Update: What's New? Recent Guidance and Current Employee Benefit Projects
Qualified Plans

- Identifying Plan Errors and Developing Solutions to the Errors
- Implementation of Best Practices – Corporate Governance Standards in Employee Plan Administration
- Employee Plan Fiduciaries: Why You are One, What Your Duties Are, What Your Liability is
- Trimming Your Employee Plan Administration Expense Budget – What Expenses Can You Charge to Your Plan?
- Cost Effective Management of Your Plan's Service Providers: Getting the Services You Pay For and are Entitled to Receive
- Implementation of an Employee Plan Compliance Calendar

Identifying Plan Errors and Developing Solutions to the Errors

Focus on both IRS and Department of Labor guidance that addresses correcting plan errors including a case study analysis of the voluntary compliance programs that both the IRS and DOL administer. An analysis of the multiple types of correction methods as well as the venue appropriate for the particular error will be analyzed.

IRS and DOL Audits: How to Manage

Focus on the practical and legal aspects of managing an audit by either the DOL or the IRS. Included in this discussion will be specific areas the DOL is currently concerned with.

Plan Administrators: Enhancing Communication and Avoiding Pitfalls

Focus on various administrative functions with respect to employee benefit plans including a detailed discussion of electronic plan administration guidance and other recent developments.

When the Auditors Come Knocking: Top 10 Health Plan Traps to Avoid in 2020

The last year has seen a significant increase in agency audit activity with the DOL and Office of Civil Rights (OCR) leading the way. This session will help you identify and avoid the top 10 exposure items we see in agency investigations under the ACA, the Mental Health Parity Act (MHPAEA), wellness programs and ERISA. We will also focus on increased OCR investigations related to data breach (including the rise of email hacking incidents) under HIPAA.

Health Care Reform Compliance Boot Camp

Now that the dust has settled, what plan changes and compliance risks exist, and how can exposure be limited? Latest update on Affordable Care Act (ACA) rules and regulations. Compliance initiatives for play or pay and avoiding the so-called "Cadillac" tax.

Defined Contribution Healthcare in a Post-ACA World: Private Exchange Compliance Issues and Opportunities

Now that the agencies have issued new HRA regulations significantly expanding employer options, many employers are looking for ways to fix their health care contribution obligation while continuing to offer an array of valuable coverage options to employees. What tax and benefits compli-

ance issues arise? Can employers offer health coverage through individual policies? What are the advantages and disadvantages of a fully insured versus a self-funded exchange? Will a private exchange arrangement satisfy the ACA requirements (including the employer "pay or play:" obligation)? This session focuses on the compliance aspects of private exchange arrangements with an emphasis on what can be done today, and what legislative or regulatory changes must be made to fully realize the benefits of a defined contribution approach.

Deja-vu all over again: The Brave New World of Onsite Clinics

What compliance issues and traps arise in connection with onsite clinics. Potential impact on HSAs and health care reform implications.

HIPAA Compliance and Big Data Breach: How to Limit Your Exposure.

We all know the rules (we think) but what do you do when a data breach occurs. Walk through real-life data breaches and resolution.

Wellness Programs and Disease Management: Overcoming Legal Compliance Hurdles

As the popularity of wellness, disease management continues and health risk assessment programs continue to grow, many employers have overlooked the many legal compliance issues that may arise in connection with a successful program. Hidden compliance costs associated with the "carrots" and "sticks" need to be considered. Also, are "mandatory" participation requirements allowed? What about smoker rate differentials? Attendees of this session will be able to identify and avoid potential compliance traps under the ACA wellness regulations, under HIPAA's non-discrimination and privacy requirements, the Americans with Disabilities Act and COBRA.

Discrimination Testing Basics

- Which H & W Plans must comply
- Basic operating rules
- What to do if you fail

IAML Open Forum

PLEASE NOTE: Because of the dynamic changes taking place in benefits law, IAML will make every effort to ensure that the program content presented is timely and includes all new significant developments in the area of employee benefits law. Therefore, we reserve the right to modify the curriculum when such changes are deemed beneficial.

SEMINAR PRESENTERS

Appreciated for his down-to-earth presentation style, **George F. Cicotte, Esq.** founded the Cicotte Law Firm in 2002. His broad employee benefits practice involves such diverse issues as health and retirement plan design, representing employers in labor relations matters, federal taxation, assisting health plans with HIPAA, COBRA and all other requirements and advising on a myriad of employment and fiduciary responsibility issues. His B.A., with distinction, is from the University of Pennsylvania and J.D., cum laude, from the J. Reuben Clark Law School.

Well received for his energetic presentation style **Dominic DeMatties, Esq.** is a partner with Alston & Bird's Employee Benefits & Executive Compensation Team in Washington, D.C. Dominic focuses on the design and compliance of qualified and nonqualified deferred compensation plans. He has significant practical and policy experience related to 401(k) plans, ESOPs and defined benefit plans. He also has significant experience with employee benefits matters arising in mergers and acquisitions. He received a J.D. from Georgetown University, an M.S. from the Rochester Institute.

With wit and humor, **John R. Hickman, Esq.**, creates an enjoyable learning experience. John is the Head of Alston & Bird's Health Benefits Practice, where he leads several attorneys devoted exclusively to health care reform issues under the ACA, HIPAA privacy, health savings accounts and consumer-directed health care, flexible benefit plans and related health benefit issues. As author of major treatises on health care related issues, he practically wrote the book on health benefits compliance. He received his law degree from Emory University School of Law.

Well received for his relaxed and personable teaching style, **Thomas G. Schendt, Esq.** is highly rated by IAML seminar attendees. He is a partner in the Washington, D.C. office of Alston & Bird, where his practice concerns matters involving the Internal Revenue Service; Department of the Treasury; Department of Labor; Pension Benefit Guaranty Corporation; and Department of Justice, including employee plan litigation, agency audits and disputes, and voluntary compliance initiatives. His J.D., MBA and B.S. are from Marquette University.

"I was thoroughly impressed with the information provided as well as the expertise of the presenters and from the other attendees. I particularly enjoyed the engaging conversation where everyone was able to discuss their particular pains or success that could help others in their similar situations. Having those conversations with real-world experiences to which we could all relate made it that much better."

Brandis Van Iterson • Human Resources Generalist
Anderson Hay & Grain • Ellensburg, Washington

"This was my first time attending an IAML program, it was great to be able to share among each other and presenters."

Nate Devaney • Corporate Group Insurance Program Manager
New Hampshire Ball Bearings • Chatsworth, California

PROFESSIONAL EDUCATION

Human Resource Certification Institute (HRCI)

This seminar has been approved for 13 (general) recertification credit hours toward aPHR, PHR, SPHR, and GPHR recertification.

Society of Human Resource Management (SHRM)

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CPSM and SHRM-SCPSM. Earn 13 PDCs by attending this 2-day seminar.

International Foundation of Employee Benefit Plans

Earn 13 Continuing Education Credits towards CEBS recertification.

Continuing Legal Education Units

IAML is designated as an approved provider of professional training for the states of California and Pennsylvania. This 2 day Advanced Seminar is approved for 13 hours. IAML certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bars of California and Pennsylvania governing minimum continuing legal education.

Other States: This seminar has been approved for CLE credits in many other states. Please call IAML to see if your state has been approved for CLE this year. IAML requests 45 days prior notification that you wish such credit. An additional charge may be involved.

WHO SHOULD ATTEND

Designed as an annual update for past IAML Certificate in Employee Benefits LawSM Seminar participants, attorneys and other experienced employee benefits professionals including:

401(k) Programs Manager	Claims Systems Analyst	Fiscal Manager
Benefits & Retirement Manager	Compensation & Benefits Director	General Counsel
Benefits Coordinator	Compensation Analyst	Health & Welfare Benefits Manager
Benefits Director	Controller	HR Specialist
Benefits Manager	Defined Benefit Pensions Manager	Partner
Benefits Representative	Executive Benefits Analyst	Pension Supervisor
Benefits Specialist	Fiduciary Compliance Manager	Retirement Plans Manager
Chief Financial Officer		Total Rewards Director
Claims Agent		Welfare Plans Manager

PARTIAL LIST OF PARTICIPATING ORGANIZATIONS

American Showa	Highmark, Inc.	Salt River Project
Amherst College	Huntington Ingalls Industries Energy Automotive Systems USA	SilverStone Group
Anderson Hay & Grain	Ingersoll-Rand Company	Smithfield Packing Co., Inc.
Baylor College of Medicine	Ionex Research Corporation	Southboro Medical Group
Blood Bank of Alaska	Kentucky Employers' Mutual Insurance	Southern Company Services Inc.
CarMax	McGrath North	St. Jude Children's Research Hospital
Crawford Supply Group	McMaster-Carr Supply Co.	State of Georgia
Credit Union of Ohio	MicroPort Orthopedics, Inc.	State of Montana
Crescent River Port Pilots Association	Mitre Corporation	SullivanCurtisMonroe Insurance Services
Doe Run Company	New Hampshire Ball Bearings Newmont Mining Corporation	Superior Essex International LP
East Jefferson General Hospital	Nite Ize	Twining, Inc.
Educational Employees Credit Union	NJoy	Ultradent Products, Inc.
Energy Northwest	NorthWestern Energy	University of Nevada, Las Vegas VCG Consultants LLC
ENSCO, Inc.	Novelis Inc.	Western Mesquite Mines
Essential Power, LLC	Rasco FR	Witherspoon Kelley
Federal Deposit Insurance Corporation	Reyes Holdings, L.L.C.	Wright Medical Technology
Federal Home Loan Bank of San Francisco	Safe Credit Union	WorleyParsons
Federal Reserve Bank, New York	Sage Hospitality	
FJ Management Inc.		

Please note: Due to space limitations in this brochure we are unable to provide a comprehensive list of participating organizations. If you wish to know whether or not others from your organization have previously participated, and do not see your organization listed above, please contact the Institute. Our apologies those organizations we were unable to list.

Registration Information

TO REGISTER

You may register in a Seminar by any of the following methods:

- Telephone IAML at (949) 760-1700 to reserve space(s).
- Fax the registration form to IAML at (949) 760-8192.
- Register online at www.IAML.com

(IAML will confirm fax and e-mail registrations in writing. If you do not receive confirmation within three days, please call IAML.)

- Mail the registration form to IAML.
Institute for Applied Management & Law, Inc.
450 Newport Center Drive, Suite 390
Newport Beach, CA 92660

IAML has made arrangements for participants to receive especially attractive room rates at the hotels where the seminars will be held. To reserve a room at a hotel at the special rate, please make your hotel reservations at least four weeks in advance of the seminar and mention that you are participating in an IAML seminar. Registrants are responsible for making their own hotel reservations.

Please note: If you experience any difficulty in making your hotel reservation, even within four weeks prior to the program you want to attend, please call IAML. Through IAML's contacts, there is a good possibility that we can help you secure a reservation at the seminar hotel.

A minimum of one half of the total fees due to IAML should accompany your registration, or a Purchase Order Number should be provided. The total fees payable should be received by IAML at least two weeks prior to the seminar. Arrangements such as deferred billing can be made to accommodate special circumstances by contacting us. IAML accepts AMEX, Discover, MasterCard, and VISA.

While registrations may be accepted within the two weeks prior to the beginning of a seminar, we suggest that you call IAML to confirm space availability.

Participants will receive a full refund of any fees paid if IAML receives written notification that they will be unable to attend at least two weeks prior to their program's starting date. Otherwise, participants are liable for the entire fee. Registrants requesting a transfer to another program within this two week period will be charged an additional fee of \$150 fee.

Participants may substitute an associate at any time.

REGISTRATION FEE

The registration fee is \$1,575.00 and includes specially prepared materials, coffee breaks, and a reception on the first evening.

DISCOUNTS

Registrants who have participated in previous ADVANCED seminars are entitled to a \$100.00 discount, upon request at the time of registration. Once an organization has registered a representative in any 2020 advanced benefits seminar, subsequent registrations from the same organization are entitled to a \$50.00 discount, upon request at the time of registration. Very attractive discounts are available to organizations which send 5 or more participants to IAML seminars in any 12-month period. Participants do not need to attend the same seminar at the same location or date.

"The content and presenters were fabulous, as always!"

Katy Grachek, SPHR, SHRM-SCP
Human Resource Director
Kentucky Employers' Mutual Insurance
Lexington, Kentucky

REGISTRATION FORM

2020 Employee Benefits Law Updates

I wish to register for the following seminar:

- Las Vegas, Nevada May 4-5, 2020
- Atlanta, Georgia September 28-29, 2020

Name: Mr. Ms. _____ E-mail Address: _____

Title: _____ Bus. Phone: (____) _____ Ext.: _____ Fax #: (____) _____

Employer: _____ Employer Address: _____

City: _____ State: _____ Zip: _____

(Please include mail stop if required)

NAME AS YOU WOULD LIKE IT TO APPEAR ON CERTIFICATE

Signature: _____ Date: _____

I request CLE credit for (State): _____ My Bar # is: _____

PAYMENT INSTRUCTIONS Please make checks payable to IAML. IAML's Federal I.D. Number: 95-3548502

TOTAL FEES DUE: \$ _____

Check in full payment Deposit check for 1/2 of full fees due Bill My Employer Purchase Order No.

I wish to pay by credit card, please charge my: AMEX Discover MasterCard VISA

Cardholder name: _____

Card No.: _____ Exp. Date: _____ Signature: _____

Please detach and mail to IAML, 450 Newport Center Drive, Suite 390, Newport Beach, CA 92660 or fax to (949) 760-8192.



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LAS VEGAS, NEVADA
May 4-5, 2020



ATLANTA, GEORGIA
September 28-29, 2020

**“All of the presenters were top notch.
Very high caliber content.”**

Richard Conner
Human Resources Director
New Hampshire Ball Bearings
Chatsworth, California

**“As always this conference delivered on
up to date information needed to feel
secure (do we really ever?) that I am
administering my plans correctly. I really
think this was the best session of this
seminar ever.”**

Sharon Moran
Benefits Manager
Salt River Materials Group
Clarkdale, Arizona

**“The instructors did an excellent job with
health care reform and their practical
experience was enlightening.”**

Barbara T. Naples
Executive Director, Benefits
Baylor College of Medicine
Houston, Texas

**“All three instructors were excellent
presenters and very engaging. We felt
free to ask questions and to share
experiences throughout the program.”**

Debbie Hicks
Benefits Administrator
Purdue Research Foundation
West Lafayette, Indiana