Below please find the link to the Tuesday, November 1st, 2016 UBA Employer Webinar Series:

Acadia
BENEFITS INC.

"Plan Documents: ERISA, Section 125, SPDs, and Wraps, Oh My!"

http://webinars.ubabenefits.com/WebinarRecordingGateway/tabid/2890/Default.aspx?rid=e1951185-c50b-45b1-85c9-c0046f5ee85b

DESCRIPTION

Group health plans have a multitude of documents that need to be compliant with federal regulations. Cafeteria plans must have plan documents as well as documentation evidencing the adoption of the plan, and plans subject to ERISA need a plan document outlining the plan's terms for a number of items, including eligibility, benefits, exclusions, a named fiduciary and plan administrator, claims and appeals procedures, funding information, and other items, These requirements are separate from the summary plan description (SPD) and Summary of Benefits and Coverage (SBC) requirements that plans must also meet.

This webinar will help employers understand what plan documents they need, what the documents should contain and the implications of using a "wrap document" to wrap the ERISA plan document and SPD requirements into one document.

This webinar will:

- Explain what a cafeteria plan document is, and what is required to be in the document
- Outline the supporting documentation every cafeteria plan should have regarding its adoption
- Discuss how cafeteria plan documents and documents required under ERISA are different, and cannot be combined into one document
- Explain what a plan document is for ERISA purposes and what is required to be in the document
- Explain the requirements for SPDs
- Discuss how wrap documents are used, along with the pros and cons of using a wrap document
- Discuss how wrap documents can be used to wrap ERISA requirements into a single benefit plan, or to combine multiple benefit plans together
- Discuss an employer's requirements when they update a plan, including Summary of Material Modification requirements
- Provide best practices regarding retention of plan documents and other recordkeeping requirements

This 90-minute beginner to intermediate level webinar will help employers understand the plan document requirements for group health plans.

PRESENTER

Lorie Maring is Of Counsel in the Atlanta, Georgia, office of Fisher Phillips. She focuses her practice on helping employers navigate ERISA and other state and federal laws impacting the design, implementation and ongoing compliance of their employee benefit plans and programs.

Ms. Maring regularly advises clients on the Affordable Care Act, health and welfare benefits, qualified plans, executive compensation, MEWAs, and multiemployer plan issues.

She also represents employers in managing IRS and DOL audits, HIPAA compliance and fiduciary obligations. She serves clients in the public and private sector, including non-profit organizations and trade associations.

Ms. Maring received her Juris Doctor degree, cum laude, from the University of South Carolina School of Law in Columbia, S.C.

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Please feel free to watch/listen to this whenever it is convenient for you and your staff. It will be available for you to view for the next 11 months. Your name and email are required for registration. There is no cost however this webinar has been approved for 1.50 credit hours toward recertification through the HR Certification Institute. Once you have viewed the webinar, the last page will provide details on receiving the credit hour.