

Employee Benefits: A to Z

It's a challenging balance: You want to keep on top of the ever-changing benefit options available to help your organization attract and retain employees. At the same time, you must ensure that the benefits options you offer are current and cost-effective, while complying with benefits regulations. This overview will provide you with an in-depth understanding of benefit laws and regulations, plan options, administration, and reporting.



CEUs:
0.7 (6.5 hours)

HRCI Credits:
6.5 HR (General)

SHRM:
6.5 PDCs

Learning Objectives:

- Discuss the role of benefits in total rewards.
- Review laws governing health and retirement plans.
- Identify legal requirements regulating health insurance and retirement plan notifications and obligations.
- Expand your knowledge of benefit plans.

Learning Options:

- Classroom training
- At your location

Who Should Attend:

- Administrators and specialists in benefits and human resources

Learn. Grow. Succeed.

**Delivery options include learning at MRA, at your location, or online.
Contact MRA to explore how this program may be customized to your unique individual and team training needs.**



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Course Outline

- **Perform a benefits needs assessment**
 - ◆ Define your benefits philosophy
- **Review government-mandated benefits**
 - ◆ Social Security, Medicare, workers' compensation, and unemployment
- **Engage with strategies and trends related to health and welfare benefits**
- **Other traditional and nontraditional benefits**
 - ◆ Flexible spending, health reimbursement, and savings accounts
 - ◆ Prescription drug, dental, and vision plans
- **Analyze income replacement benefits such as short- and long-term disability**
- **Apply standards for sick leave, vacation, PTO, and other pay for time not worked**
- **Discuss benefits, contributions, withdrawals, and loans related to retirement and 401(k) plans**
- **Review laws and regulations related to employee benefits**
 - ◆ ERISA, COBRA, FMLA, HIPAA, and ACA

“ I came in not knowing a lot besides the legal reasons behind benefits, and I feel I now have a much better understanding. ”



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