

# Total Rewards: Benefits Basics

Including a benefits component in your organization's total rewards program can add heavyweight appeal to the top talent you're aiming to attract. Attend this session to view the full range of employer-based benefits and the related regulations. You will benefit from a fresh perspective designed to help you and your employer make informed decisions about benefits offerings.

## Learning Objectives:

- Discuss the most common types of benefits and their features and terminology.
- Differentiate between multiple benefits-related regulations and how they impact your benefits plans.
- Analyze the life cycle of benefits administration from point of hire through termination.



<b>CEUs:</b> 0.3 (3.25 hours)	<b>HRCI Credits:</b> 3.25 HR (General)	<b>SHRM:</b> 3.25 PDCs
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## Learning Options:

- Classroom training
- At your location

## Who Should Attend:

- Designed for newcomers to benefits and/or HR and those looking to expand or refresh their benefits knowledge

## 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

- **Position benefits as part of a total rewards system**
- **Examine regulations related to benefits**
  - ◆ Including ERISA, HIPAA, COBRA and ACA
- **Review common benefit plans**
- **Discuss health insurance funding**
- **Review 401(k) plans and employer requirements**

“ I learned a treasure trove of new and essential information that will significantly reduce my legal liability on the job and improve my ability to navigate sticky situations. ”



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