

## Vizance Insight Series: July – September 2018

### Webinar Schedule

Join us for our Vizance Insight Series webinars when Beth Ward, Vizance's Compliance Attorney, will address several common issues affecting Employee Benefit plans. Beth will discuss the legal issues and practical concerns surrounding these topics and discuss strategies to help employers be compliant.

#### **Section 125 (Cafeteria) Plans: What Every Employer Should Know**

**Tuesday, July 10<sup>th</sup>, 1:30 – 2:30 pm**

Do you allow your employees to pay health premiums through pre-tax payroll deductions? Can employees contribute to flexible spending accounts? If so, you have a Section 125 (Cafeteria) plan. Creating a Section 125 plan is easy, but compliance with the IRS rules is complicated and failure to comply can have significant tax consequences for employers and employees. In this session we will review the requirements for a Section 125 plan, the potential pitfalls for employers, and best practices to ensure your Section 125 remains compliant.

#### **Changes in Business Ownership: Employee Benefit Issues in Mergers, Acquisitions, and Changes in Control**

**Tuesday, August 14<sup>th</sup>, 1:30 – 2:30 pm**

Whether buying, selling, or simply transitioning control of a business as part of succession planning, there are numerous employee benefit plan issues, which if not given proper consideration can create unintended and significant liabilities. In this session, we will identify the key employee benefit plan issues in a business transition including the obligation to provide continuation coverage, consequences due to the creation or termination of a controlled group, and plan operation and administrative considerations. We will discuss the compliance risks surrounding employee benefit plans and review best practices to ensure due diligence and reduce the risk of potential liability from overlooked or hidden employee benefit plan issues.



## INSIGHT SERIES

### **Mental Health Parity: What Every Employer Needs to Know**

**Tuesday, September 11<sup>th</sup>, 1:30 – 2:30 pm**

The Mental Health Parity and Addiction Equity Act (MHPAEA) has become a top enforcement priority for the Department of Labor. Over the past several months, the Department has issued new rules and guidance, some of which impose new compliance obligations on employers. In this session, we will provide an overview of the Mental Health Parity and Addiction Equity Act, including the most recent Department of Labor guidance. We will discuss the Department's enforcement initiative under the MHPAEA, the compliance issues and potential risks for employers, and strategies to ensure compliance.

**RSVP to Lindsay Hale at (262) 563 5459 or [register@vizance.com](mailto:register@vizance.com)**

***Webinar login information will be provided after registration.***