



Advanced Benefit Consulting Presents Our Lunch & Learn Program!

FEATURING: HR HOT TOPICS FOR 2023!

- Recruiting Talent: 2023 Challenges & Opportunities
- Employment/Workplace Laws for 2023
- Benefit Programs to Attract & Retain Talent for All Job Tiers
- Working From Home: How to Stay Flexible, But Keep Your Remote Employees Engaged & Secure
- Ask the Expert Panel

In Person and Hybrid Zoom Webinar Livestream Available

Tuesday, January 24, 2023

10 am to 2:30 pm



Presented by Advanced Benefit Consulting

In-Person Event Location: Tri-West Showroom, 11925 Pike Street, Santa Fe Springs, CA (South Los Angeles County)

In Person Registration \$49 each; Zoom Livestream Webinar Registration \$25 each

Confirmed Speakers:

Marilyn Monahan, ESQ, Monahan Law Office, Dorothy M. Cociu, RHU, REBC, GBA, RPA, President, Advanced Benefit Consulting & Insurance Services, Inc., Kathy Ruffino, Vice President, HR Consultant & Trainer, Train Me Today, Ted Flittner, Principal, Electronic Security & Technology Consultant, Aditi Group



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval. 3.5 Hours Total

Register at: www.advancedbenefitconsulting.com/lunch&learnJan242023

Additional Lunch & Learn Program Information:

Confirmed Speakers: Marilyn Monahan, Esq., Monahan Law Office, Dorothy M. Cociu, RHU, REBC, GBA, RPA, President, Advanced Benefit Consulting & Services, Kathy Ruffino, MSHR, SPHR, PHRca, SHRM-SCP, Vice President, HR Consultant and Trainer, Train Me Today, Ted Flittner, Principal, HIPAA Security & Technology Consultant, Aditi Group. Program Details Page 2.

PAYMENT OPTIONS

Check enclosed. **Make Check Payable to: Advanced Benefit Consulting** and Mail to: Seminar Reservations, Advanced Benefit Consulting, P.O. Box 6677, Fullerton, CA 92834-6677.

Bill my credit card. FAX this form to (714) 693-9768 or mail to address above.

American Express No. _____ Exp. Date: _____

MasterCard Card No. _____ Exp. Date: _____

VISA Card No. _____ Exp. Date: _____

PAYMENT ENCLOSED: _____ SIGNATURE: _____

YES! I want to attend:

Please register me for in-person attendance \$49 each. Number of attendees: _____

Please register me for Zoom attendance \$25 each. Number of attendees: _____

I am an ABC Group Benefits Client with complimentary registration (subject to verification)

Name: _____

Title: _____

Company Name: _____

Phone: (____) _____ FAX: (____) _____

Address: _____

City, State, Zip Code: _____

Email Address: _____

Additional Attendees from same firm: _____

Email Addresses for All Registrants: _____

Program Details:

10:00– 10:45 Employment & Workplace Laws for 2023—Monahan & Ruffino

This course will examine the new and continuing laws and regulations that are effective in 2023. We will cover new California state laws related to employment and human resources, as well as federal laws and regulations. This course will focus heavily on California state laws and employment requirements, including AB 152, AB 257, AB 1401, SB 1044, AB 1601, AB 1751, AB 1949, AB 2693, SB 523 and SB 1162, and review other state related employment, benefits and insurance laws. We will also discuss the status of prior federal COVID laws and regulations, as well as the status of the Supreme Court of the United States *Dobbs v. Jackson Women’s Health and Davita vs. Murietta Hospital Health Plan* cases. *“The use of this official seal confirms that this Activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.” 0.75 hours of HRCI California Credit.*

10:45-11:30 Recruiting Talent: Challenges & Opportunities in a Post-COVID World– Cociu, Monahan, Ruffino

One of the greatest challenges employers have in our post-pandemic world is recruiting talent and keeping them from moving on quickly to other employers. This course will provide Human Resources Professionals with helpful information and tools for recruiting and retaining quality employees, by providing them with what they are looking for now and in their future. This course will cover opportunities for remote work and how to design job descriptions for remote employees at all job tiers, the challenges of hiring a remote or hybrid workforce and how to overcome them, the types of benefits that attract recruits and keep them on the job, and tools to keep employees engaged long-term. *“The use of this official seal confirms that this Activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.” 0.75 hours of HRCI General Credit.*

11:30-12:15 Benefit Programs to Attract and Retain Talent for All Job Tiers—Monahan, Cociu

In today’s market, top talent not only wants, but expects, a robust and innovative employee benefits program that will set one employer apart from the rest. In this presentation, we will talk about how you can design, consistent with federal and state laws, a health and welfare benefits program tailored to your workforce, including medical plans, dental and other plans, along with voluntary options. New developments in the law, and how they enhance plan design options, will be addressed. Although we will address many types of benefits that attract talent, particular attention will be given to recent changes in the law that allows employers to create an Educational Assistance Program through which employers can help their employees pay off part of their student loan debt or current college and vocational expense each calendar year. *The use of this official seal confirms that this Activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.” 0.75 hours of HRCI General Credit.*

12:15-1:00—Lunch Break

1:00—2:15 HR Challenges with Remote Workers; How To Stay Flexible and Keep Your Employees Engaged and Secure—Cociu, Flittner, Plus Commentary & Ask the Expert Panel Q&A

Recruiting and retaining quality employees has never been more difficult or more necessary. With applicants wanting more and more remote work, there are challenges for Human Resources and company management in monitoring remote workers without being intrusive, keeping them engaged so that they are more productive, offering more flexibility for a remote staff, and also keeping the company’s data secure while people are working from home. In this course, we will examine the ways human resources and management staff can manage remote workers more efficiently and effectively, using technology tools while still maintaining a face-to-face relationship with staff working from home. How do you keep them engaged? What kind of technology can be used so that management feels comfortable that remote workers are actually working, without being too intrusive? Finding that right mix is the goal of many employers, and this course tackles these challenges head on. We discuss creative ways to keep employees engaged and productive, while also keeping company data secure. This course ends with a special Ask the Expert Panel (questions may be submitted in advance; live questions from the floor will be allowed as time permits). *The use of this official seal confirms that this Activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.” 1.25 hours of HRCI General Credit.*

2:15-2:30—Ask The Expert Panel Continues

2:30 pm—Program Concludes

We ask that attendees submit questions in advance to Dorothy Cociu at dmcociu@advancedbenefitconsulting.com for the Ask the Expert Panel, on any of the topics included in this program. Clients are complimentary, as usual. Clients will be verified for no-cost registration.

3.5 Total Hours of HRCI Credit Available! (4 classes: 0.75 HRCI California Credit and 2.75 hours of HRCI General Credit). *For Questions or Seminar Reservations, Please Call (714) 693-9754 x 2, or Toll-Free at (866) 658-3835 x2.*

