

## IOMA Audioconference: Getting Your Benefits Plans Ready for 2010 Plan Year Changes

December 3, 2009

David Levine and Chris Keller will participate in the IOMA audioconference, "Getting Your Benefits Plans Ready for 2010 Plan Year Changes," on December 3, 2009 at 2:00 p.m. ET.

Now is the time for HR/benefits managers to get their ducks in a row for year-end 2009 and the 2010 plan year changes. For those at the helm of benefits, the changes will be numerous and far-reaching and will affect both health and welfare plans, as well as pension plans. The audioconference will address the following topics:

- How to change your health and welfare plans to incorporate changes in the Mental Health Parity Act, which put coverage for medical and mental health on a level playing field, for their January 1, 2010 effective date.
- If guidance on the Act's most difficult questions come out too late this fall, learn how to change plans with a summary of material modifications and still meet your compliance requirements.
- Which Pension Protection Act changes you've made in the past few years will require documentation by December 31<sup>st</sup>;
- Changes to the Health Insurance Portability and Protection Act that need your attention before December 31<sup>st</sup>.
- The new sample rollover notice rules and what employers are required to do to comply with them;
- How the Genetic Information Nondiscrimination Act (GINA) will affect health risk assessments and what you now can and cannot do;
- How to incorporate Michelle's Law, which requires group health plans to provide coverage for dependents that do not meet requirement of full-time student status because of a medically necessary leave of absence, into their plan;
- End-of-year executive compensation issues that must be addressed; and,
- Upcoming changes to Form 5500 that employers must meet.