



Join us for a complimentary seminar!

Compliance Update

SPEAKERS

Justin D. Flamm

Partner
Taft Stettinius & Hollister LLP

Keith Friede

AVP, Talent & Organization Development
Arthur J. Gallagher & Co.

Lisa Simioni

Compliance Counsel
Arthur J. Gallagher & Co.

Chris Lenecewicz

Compliance Counsel
Arthur J. Gallagher & Co.

DATES & LOCATIONS

Wednesday, July 27th

Cincinnati, OH

Cintas Center - Banquet Room 1
1624 Herald Avenue
Cincinnati, OH 45207
8:30 - 11:30 a.m.

Dayton, OH

Sinclair Community College – Room 12-116
444 W. Third Street, Bldg. 12
Dayton, OH 45402
1:30 - 4:30 p.m.

Thursday, July 28th

Lexington, KY

Embassy Suites – Clark Room
1801 Newton Pike
Lexington, KY 40511
8:30 - 11:00 a.m.

Louisville, KY

Arthur J. Gallagher & Co. – 12th Floor Training Room
9300 Shelbyville Road
Louisville, KY 40222
1:30 - 4:00 p.m.

Fair Labor Standards Act & Human Capital Investment Strategy

The U.S. Department of Labor has now finalized regulations changing the minimum salary levels required to qualify for overtime exemptions. While these new salary levels are simple in theory, the related practical issues around them can be quite complex – and the imposition of these new rules makes tactical compensation administration management, and strategic total rewards decision-making, absolutely critical for your organization! In this session, we'll familiarize you with the new minimum salary levels, related rules, and practical concerns relating to compensation administration and employee communication. We'll walk you through "simple" issues like reclassification and wage/salary adjustments. But we'll take you farther – to address the new requirements from a total rewards perspective to ensure that you're designing and implementing an integrated human capital investment strategy that effectively allocates resources for not just compensation, but also for benefits and other rewards components like recognition, career development and culture development, so that your organization achieves a continuously improving return on talent investment. In this session, you'll learn about:

- The new Fair Labor Standards Act requirements
- Implications of changing classification and wage/salary levels
- Practical compensation administration issues
- Employee communication issues
- Management concerns
- Incorporating the new rules into the development and implementation of an integrated human capital investment strategy
- How to ensure a strong return on overall talent investment in the "new rule" environment

HIPAA Overview

Why comply with HIPAA Privacy and Security requirements?

The Department of Health and Human Services has the authority to impose substantial penalties upon employers who do not comply with HIPAA Privacy and Security obligations. Penalties in recent years have reached as high as \$3.5 million.

What are an employer's key HIPAA Privacy and Security obligations?

If your company offers a group health plan (for example, major medical, dental and vision, health flexible spending accounts, health reimbursement arrangements), you should be aware of your HIPAA privacy and security obligations. If you sponsor a self-insured plan, in most cases, you can't avoid responsibility for HIPAA. If you only sponsor fully-insured plans, you may be able to shift the burden to the insurance carrier if proper steps are taken. HIPAA compliance includes various responsibilities, including proper plan documentation, the implementation of Privacy and Security procedures, and training of your workforce members. Moreover, you must conduct a comprehensive risk analysis.

Is your organization prepared if selected for a HIPAA audit?

Join the Gallagher Compliance team for a discussion and general overview of the HIPAA changes and how they will impact your organization.

SPACE IS LIMITED!
[CLICK HERE TO REGISTER TODAY!](#)

Contact Kelly Harlow at 513.977.4741 or Kelly_Harlow@ajg.com to register.