

## 2021 Compliance Webinar *Status Changes and Special Enrollments*

Section 125 Cafeteria Plan status change rules and HIPAA special enrollment events can be complex to navigate and account for a large number of the questions that the Brown & Brown Research and Compliance team answers daily.

As a result, we are once again hosting our educational compliance seminar explaining status change events that allow for mid-year health and FSA election changes and how to best handle employee requests while remaining compliant. You will come away with an understanding of the status change events and what to do when an employee requests such a change.

### In this seminar we will cover:

- HIPAA special enrollments
- Cafeteria plan general information
- Benefit election rules
- Cafeteria plan status changes
- Break in employment (termination and rehire)
- Consistency rule
- Timing
- Correcting errors and mistakes in elections



**Thursday,**  
**March 25<sup>th</sup>, 2021**  
**11:00 AM – 12:00 PM,**  
**Central Time**

Presented by the Brown & Brown and Hays Companies (part of the Brown & Brown team) Research & Compliance Team.

**RESERVE MY SPOT**

*This program has been approved for 1.0  
HRCI and SHRM credit.*



**DISCLAIMER:** Brown & Brown, Inc. and all its affiliates, do not provide legal, regulatory or tax guidance, or advice. If legal advice counsel or representation is needed, the services of a legal professional should be sought. The information in this document is intended to provide a general overview of the services contained herein. Brown & Brown, Inc. and all its affiliates, make no representation or warranty as to the accuracy or completeness of the document and undertakes no obligation to update or revise the document based upon new information or future changes.