

# *Federal Compliance FLASH!*

*The United States Supreme Court,  
the Department of Labor and the  
Internal Revenue Service  
have all combined to  
expand your . . .*

# *FMLA Responsibilities!*

*But we can help.*

*COBRA Resources, Inc. is pleased to announce the return  
of Matt Isbell to Las Vegas!*

## *Confidently Administering Your 2016 Family and Medical Leave Act Fundamentals and Updates*

**Las Vegas, NV  
Thursday, February 18, 2016  
The Orleans Hotel & Casino  
8:30 - 4:00 PM**

**Seminar Fee Discounts**  
Seminar fee discounts are available for HR  
association members and insurance  
professionals!

### *Greetings to my past seminar attendees,*

Since my visit last year, administrators like yourself and employers have struggled to stay on top of the new responsibilities of federal FMLA compliance administration. Congress, the DOL, the IRS, and now the Supreme Court have been making incremental changes for years.

With that in mind, I would like to invite you to attend my updated **FMLA seminar** for 2016. Take a day with no employee interruptions, no telephones ringing, and no questions to answer (at least for a day).

When you attend, I guarantee the following:

- You **WILL** leave the seminar with greater confidence in your abilities!
- You **WILL** experience a positive-proactive approach to compliance - no doom and gloom!
- You **WILL** now coordinate state laws with federal FMLA requirements!
- You **WILL** have the updated FMLA notices!
- You **WILL** understand the new Supreme Court "DOMA" ruling and its application to your daily job responsibilities!
- You **WILL** know how to coordinate FMLA with COBRA!
- You **WILL** understand the street level knowledge it takes to administer FMLA!



*Matt helping a seminar attendee with a question.*

My only job is to help you have a great experience and improve your skills in the area of COBRA, HIPAA and FMLA. No scare tactics, no sales promotions, just great information presented in a style that will maximize your learning and success. See you at the seminar!

### **BONUS**

#### *"How to Successfully Deal With Employees Without Having Acid Reflux"*

In addition to my federal compliance training, for the past 25 years I have been conducting motivational sessions for various human resource groups around the country. Didn't know that did you? For the first time I will be adding a special presentation as part of the seminar agenda. Sit back, laugh and enjoy!

# *Six seminar features that will help you sell attendance at the seminar to your boss!*

In these tough economic times, staff has been reduced, training budgets are tight, and your time is extremely valuable as you accomplish more with less. As a past attendee, you and I know the value of the FMLA information you receive at the seminar. Here are a few selling points to help you sell attendance at the seminar to your boss.

1. **OUTSOURCING DOES NOT PREVENT VIOLATIONS!** - Many employers have hired an outside firm that assists with administration. As the employer is the plan administrator and responsible for ALL compliance administration, the outside administrator **CAN NOT PREVENT VIOLATIONS OR SHIFT LIABILITY FOR FAILURES!** You, as the educated contact person with the outside firm, is the one that can prevent violations as you are the driver of the administration system. Without you, the system fails.
2. **UNLIMITED TELEPHONE AND EMAIL SUPPORT!** How much does it cost to call your ERISA attorney with a FMLA question? \$200? \$300? \$400? And that is just one call. Included with your seminar fee is free, telephone and email support for six months after the seminar. You are never alone!
3. **SEMINAR MEETS INTERNAL REVENUE SERVICE EDUCATION GUIDELINES!** - In an IRS audit, DOL investigation, or federal lawsuit, a company would want to prove that a violation was accidental, not willful. Your training will be examined to determine if the employer showed good faith in its efforts. It is hard to say a violation was an accident if the employer fails to train you on compliance procedures. Upon attendance, you will receive a educational certificate to prove good faith compliance.
4. **WE ARE AN EDUCATIONAL FIRM, NOT AN ADMINISTRATION COMPANY!** Big difference! You pay your fee to learn how to comply with laws, not to hear scare tactics and listen to sales pitches. My only objective is to help you become better at what you do, whether you self administer or have an outside helper. With quality education, updated administration tools and superior after seminar service you can keep your company in compliance.
5. **WITH UPDATED TECHNIQUES AND PROCEDURES, YOUR COMPANY CAN SAVE THOUSANDS OF DOLLARS!** Loose procedures or outdated techniques can cost the company thousands of dollars. Every dollar saved on administration is a dollar added to the bottom line.
6. **PROPER EDUCATION REQUIRES YOUR FULL ATTENTION!** With telephones ringing, employees stopping by, and handling the everyday HR/benefit problems, it is difficult to learn FMLA via a webinar while sitting in your office. You need time and the proper setting to concentrate on FMLA so you can effectively manage and administer your FMLA responsibilities.

## **Seminar attendees getting ready for the start of a Matt Isbell Seminar!**



To register, call 1-269-383-1080 or online at [www.cobraman.com](http://www.cobraman.com)  
Fax the attached registration form to 1-269-383-1075

# Seminar Features For YOU!

Seminar Features	Benefit To You!	Mastering FMLA	Other Programs
<i>A positive, proactive approach to your compliance education.</i>	<i>An educational atmosphere that helps you learn better.</i>	<b>Included</b>	<i>Scare tactics and selling.</i>
<i>Common sense, street level answers to your questions.</i>	<i>You WILL leave the seminar with more confidence in your abilities.</i>	<b>Included</b>	<i>More questions than answers.</i>
<i>26 Updated, customized, ready to use COBRA notifications and communication letters.</i>	<i>You will have no doubt that your notices are accurate and compliant with all the regulations.</i>	<b>Included</b>	<i>DOL models only.</i>
<i>Unlimited telephone and email support for after seminar questions.</i>	<i>You are never alone.</i>	<b>Included</b>	<i>You ARE alone.</i>
<i>Full compliment of administration tools,.</i>	<i>You have everything you need to successfully administer FMLA in-house.</i>	<b>Included</b>	<i>You are on your own.</i>
<i>Constant monitoring of federal changes for immediate notification.</i>	<i>"Compliance Flash" emails notify you immediately when action is required.</i>	<b>Included</b>	<i>Updates for a fee.</i>
<i>Private, password protected, seminar only website for additional resources.</i>	<i>Documentation for the answers to your questions.</i>	<b>Included</b>	<i>Not included.</i>
<i>Money back guarantee.</i>	<i>If you are not satisfied, your money back no questions asked.</i>	<b>Included</b>	<i>Good luck.</i>

## Your Partner in Compliance Education, *Matt Isbell*

Widely regarded as one of the leading compliance experts in the country, Matt has been helping employers, benefit administrators, administration companies, and even members of the IRS and DOL with compliance for the past 25 years. Matt has a passion for education which makes his programs not just a seminar, but according to a past attendee, *"an event not to be missed."*

As a former police officer, insurance company training executive, Dale Carnegie instructor and educator, Matt brings a wealth of valuable experience to your educational experience. Matt brings these laws down to what he calls "street level", providing practical and straight forward answers to your questions. His use of humor and real life stories, help the attendee integrate the laws into their own lives which brings the dull and boring law to life in a way the attendee can better comprehend. There simply is no one better to guide you through your responsibilities than Matt.

He has been selected as a keynote speaker for many human resource conferences and has conducted hundreds of private consultations with Fortune 100 companies down to mom and pop shops. Both rookie and veteran administrators come to the seminar and leave with a greater confidence in their abilities and had some fun along the way.



**Matt Isbell**

### Special Thanks To My Father and Uncle:

Both from the greatest generation and both gone, but not forgotten. They live on in these brochures. First, all headlines are in the **Isbell Font!** Created by my uncle **Richard Isbell**, a one of a kind graphic designer, when there were no computers! And second, my dad, **Vern Isbell**, who was head Art Director for Cadillac for 26 years. Dad was always there with creative ideas for our early brochures and would agonize over every word. Thanks to both!

# FMLA Seminar Agenda

## Employee Eligibility and Coverage

- Defining hours of service
- Excluded employees
- Highly Compensated employees
- Military active duty count back periods
- Steps to identifying “key employees”
- Light duty work exemption

## Reasons for Leave

- Birth/Adoption/Foster Care
- Family member with a serious health condition
- “In Loco Parentis” family member exceptions
- Military “Next of kin” exceptions
- Employee with a serious health condition
- Military Contingency Operations
- Military serious health condition

## Administration Trouble Spots

- All SIX medical certifications
- Substitution of paid leave rules re-examined
- “Authentication” and “Clarification” of medical certifications, when you can contact the physician
- Coordinating intermittent leave with outpatient treatment
- Mixing military leave with regular FMLA leave

- Employer call-in procedures must be followed
- Perfect attendance awards not required by FMLA
- When bonuses have to be paid while on FMLA

## FMLA Fundamentals

- Expanded FMLA rights for reservists and active duty personnel being deployed overseas
- Employer protections against employee abuse, including contacting doctors, schools, and counselors
- NEW DOL FMLA forms
- Record keeping requirements
- Retroactive designation of leave as FMLA
- Starting FMLA “mid-stream”
- Review of all FMLA timeline requirements

## Coordination of FMLA with COBRA, Disability and Workers Comp

- Payment of group health insurance premiums
- Under what conditions can you require an employee to repay the health insurance premiums
- What are the three exemptions to premium payments
- When COBRA applies and when notices must be sent
- When an employee no longer covered by the health plan is still eligible for COBRA
- Running disability and workers comp concurrently with FMLA - Its the only way!

**Past Attendee Seminar Fee \$249.00**  
(Second attendee only \$199)

**Las Vegas, NV**

February 18, 2016

The Orleans Hotel & Casino

4500 W Tropicana Ave

702-365-7111

Free Parking

## Three Easy ways To Register!

1. Call 1-269-383-1080

2. Online at <http://www.cobraman.com/seminars.asp>

**(If registering online, please enter PA-249 in the PROMO CODE SECTION during checkout!)**

3. FAX attached registration form to 1-269-383-1075!