

# HR 105: MANAGING EMPLOYEE BENEFIT PROGRAMS

## PRESENTER

**David Nikssarian**  
*President*  
**Nikssarian Insurance Services**

## COURSE DESCRIPTION

Management must decide which benefits are most suitable and beneficial for their employees and organizations. This course provides information essential for evaluating and designing cost effective employee benefit programs that meet corporate objectives. Students explore a range of benefit plans and discuss the implications of HRM decision making in choosing benefit plans that balance cost with employee health and financial security. Practical, every day examples of health plan administrative and compliance issues will be reviewed: Overview of health plans; Self-funding/partial self-funding of health plans; Managing health plans/benefit communications; Regulatory compliance/consistency; Patient Protection & Affordable Care Act (PPACA); Placing health plans "out to bid"; Preventive/Loss Control/Cost Containment programs; Voluntary programs; Executive benefits/Discrimination testing/rules; Overview of Retirement programs.

## LOCATION, DATE & TIME

**Rancho Guadalupe Conference Room**  
 1280 Bonita School Road, Santa Maria, CA

**May 29, 2019**

**9 am – 3:30 pm**  
 (with lunch provided from 12:00 –12:30 pm)

APMA is recognized by the Society for Human Resource Management (SHRM) to offer Professional Development Credits (PDCs) for the SHRM-CP™ or SHRM-SCP™. Each class is valid for 6 PDCs for the SHRM-CP™ or SHRM-SCP™.



*APMA reserves the right to restrict participation in any APMA event.*

## REGISTRATION FORM

105 ~ Santa Maria ~ May 29, 2019

**Cost:**  \$150/participant for members of co-sponsoring organizations  \$195/participant for non-members

**Attendees Names:** 1. \_\_\_\_\_ 2. \_\_\_\_\_  
 3. \_\_\_\_\_ 4. \_\_\_\_\_

**Company** \_\_\_\_\_

**Address** \_\_\_\_\_

**Phone** \_\_\_\_\_ **E-mail** \_\_\_\_\_

Please submit your registration and payment to: APMA, 512 Pajaro Street, Suite 7, Salinas, CA 93901 or register online at [www.agpersonnel.org](http://www.agpersonnel.org). For more information, please contact APMA at (831)422-8023 or email: [apma20@pacbell.net](mailto:apma20@pacbell.net)

## HUMAN RESOURCE PROFESSIONAL IN AGRICULTURE CERTIFICATE PROGRAM

Human Resource Professional in Agriculture (HRPA) Certificate Program has a unique focus on agriculture and incorporates a wide range of topics that will help HR professionals advance to the next level. The program is designed for working adults, with classes scheduled strategically to minimize disruption to your work - eight core courses are required for the program certificate and designation, along with one elective course and may be completed in any sequence. Classes can be taken individually or as part of a curriculum leading to a certificate and designation. Graduates of this program can use a prestigious designation of HRPA™, Human Resource Professional in Agriculture.

We invite all HR professionals to complete this program and stay current on important issues ranging from legal compliance to employee relations.

## PRESENTING AND CO-SPONSORING ORGANIZATIONS

