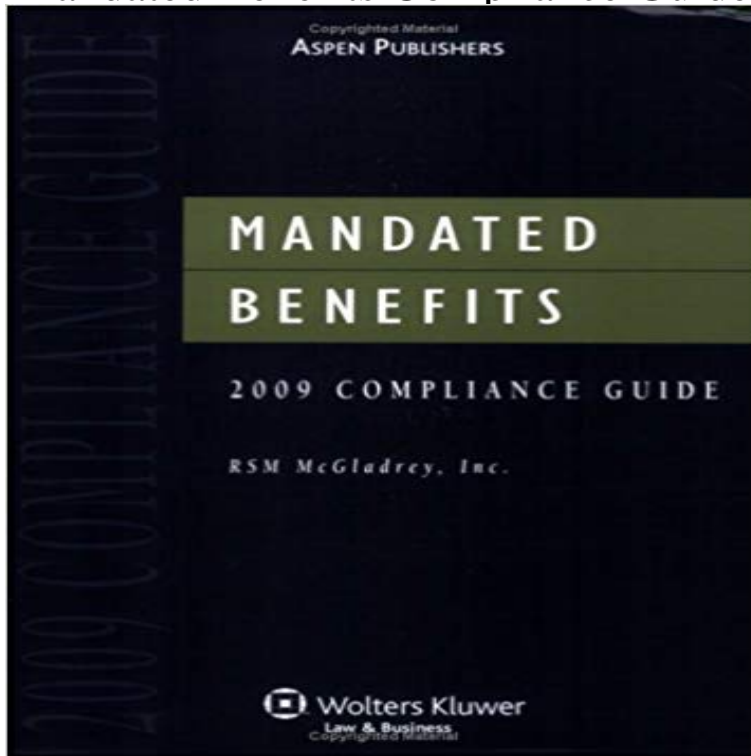


# Mandated Benefits Compliance Guide



Mandated Benefits Compliance Guide, 2009 Edition is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers, benefits specialists, and company executives in all industries. Mandated Benefits Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation. The Guide offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems. Throughout the Guide are numerous exhibits, useful checklists and forms, and dos and donts. A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your companys level of regulatory compliance. Plus, the 2009 Edition includes a BONUS CD-ROM which includes the many exhibits, checklists, and forms that are contained in the book. The 2009 Edition of Mandated Benefits Compliance Guide has been updated to include coverage of:

Information on the ADA Amendments Act of 2008 (ADAAA) Highlights of the Genetic Information Nondiscrimination Act (GINA) The definition of the regular rate of pay for non-exempt employees and new information on compensation for volunteers Recent case law on the classification of independent contractors Information on ERISA requirements for bonding, plan administrators, written plan document and record retention Electronic notification for Medicare Part D Notices The definition and examples of supplemental excepted benefits under HIPAA The new proposed and final regulations for the Pension Protection Act of 2006 (PPA), as

well as an entirely new section on fiduciary responsibilities      New information on financial and retirement planning education  
    Descriptions of partial day absences and exempt employee status and the Department of Labors description of a bona fide sick leave plan

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