

# Compensation and Benefits Regulatory Update

## *The Greater Cincinnati Compensation & Benefits Association First Quarter Program*

Employment practices are governed by what seem to be ever-changing rules and regulations. It can be difficult for companies to keep up with all of the legal changes – but costly if they don't.

This meeting will go into detail on two topics currently on the mind of most employers: the Fair Labor Standards Act (FLSA) and Affordable Care Act reporting. The meeting will provide a brief overview of recently-issued regulations and guidance and will identify guidance that employers can expect in the near future. Specifically, the presentation will address:

- FLSA - Proposed regulations regarding changes to the salary basis test for exempt employees.
- ACA Reporting – Employer responses to challenging situations.
- Recently-issued guidance on:
  - Joint employment and independent contractors under the FLSA
  - Changes to the IRS determination letter program
  - Permitted amendments for safe harbor plans
  - Nondiscrimination testing for frozen defined benefit plans.
- Upcoming guidance to expect:
  - Final FLSA regulations on salary basis test
  - Potential for additional guidance or proposed regulations on primary duties test under the FLSA.
  - The definition of “Fiduciary”
  - Proposed regulations forecasted by IRS Notice 2015-87.

### **Our Speakers**

Our speakers for this program are two partners from the Cincinnati office of Thompson Hine:

- **Heather Muzumdar** (Labor and Employment practice group) - Heather has represented private and publicly traded companies, ranging from start-up businesses to Fortune 500 companies, in a broad range of labor and employment matters. She routinely counsels and trains human resources professionals on compliance with the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), and similar state laws, as well as discrimination and harassment, workplace investigations, noncompete agreements, terminations, and a variety of other employment issues. She regularly advises companies on federal and state wage and hour compliance, conducts proactive audits, and represents clients in federal and state agency audits and investigations.
- **Kim Wilcoxon** (Employee Benefits & Executive Compensation practice group) - Kim advises employers and other benefit plan professionals on all aspects of employee benefit plan compliance, with a special emphasis on the Affordable Care Act and other health and welfare benefit plan matters. She helps clients respond to increased plan costs and legal changes by analyzing various plan designs and associated risks, closely following legal developments, and offering proactive advice. Kim is a frequent speaker and author and enjoys helping employers understand the laws that apply to their benefit plans.

### **Program Logistics**

**When:** Wednesday, March 2, 2016

**Where:** Crowne Plaza, Blue Ash  
5901 Pfeiffer Road  
Cincinnati, OH 45242

**Time:** 7:30 a.m. – 8:20 a.m. Networking, Registration, and Full Breakfast  
8:20 a.m. – 8:30 a.m. Welcome and Announcements  
8:30 a.m. – 10:00 a.m. Program



**Cost:** GCCBA Corporate Member (no cost)  
GCCBA Member with programs (no cost)  
GCCBA Member w/o programs (\$35)  
GCCBA Student Member (\$25)  
Non-member rate (\$60)

For more information and to register go to <http://www.gccba.com>. This program has been submitted for HRCI recertification credit.