



Unfinished Benefits: Closing the Books on 2020 and Planning for 2021

A chaotic year for employee benefit plan sponsors is coming to a close, and the new year is right around the corner. Please join Spencer Fane Employee Benefits attorneys [Greg Ash](#), [Laura Fischer](#), and [Dan Lacomis](#) as they explain what employers should do to close the books on 2020 and prepare for 2021.

Webinar topics will include:

Retirement Plans:

- Complying with 2020 SECURE Act changes
 - Required minimum distributions
 - Amendment deadlines
- Monitoring expiring CARES Act provisions
 - Coronavirus-related distributions
 - Enhanced plan loans
- Partial termination issues from pandemic-driven layoffs
- New DOL guidance on plan investments
 - ESG funds
 - Private equity
- Planning for 2021 SECURE Act compliance
 - Lifetime income disclosures
 - Eligibility for long-term part-time employees
 - SECURE II

Health Plans:

- Public Health Emergency and National Emergency implications

- Coverage requirements for COVID-19 testing and treatment
- Extended deadlines for COBRA, HIPAA Special Enrollment, and claims/appeals
- 2021 Updates
 - Extension of ACA reporting deadline
 - Health Plan Limits (deductibles, out-of-pocket maximums, HSA contributions)
- Legal Developments
 - Supreme Court review of the ACA
 - Transparency in coverage Rule

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