

# Employee Benefits Online Learning

E-Learning Courses

Webcasts

Team Training

Virtual Workshops

[www.ifebp.org/online](http://www.ifebp.org/online)

International Foundation   
OF EMPLOYEE BENEFIT PLANS

# Employee Benefits Education Without the Travel

Online education from the International Foundation is ideal for any learner. Whether you're just starting your career in employee benefits and need to get quickly up to speed, or you're a seasoned professional looking for in-depth, topic-driven content, online learning has you covered. Select the training that satisfies your unique needs—wherever your location.

**Save money and time with any of these convenient options.**



## Online Certificates

Complete a series of e-learning courses and gain a solid foundation of knowledge in a specific employee benefits discipline. When you're done, you will receive a Certificate of Achievement via email. *See pages 4-10.*



## E-Learning Courses

Learn on your schedule with self-paced online courses developed by industry experts. Choose à la carte from a variety of benefits topics including health care, retirement and compliance. *See pages 11-22.*



## Virtual and Hybrid Conferences

Attend the International Foundation conferences you love from the comfort of your home or office. *See page 23.*



## Virtual Workshops

Meet virtually with a subject matter expert and a small group of your peers for interactive training that you can immediately apply to your daily work. *See page 24.*



## Webcasts

Keep your finger on the pulse of current issues facing the benefits industry by accessing both live and recorded webcasts. Free to International Foundation members! *See page 25.*



## Employee Benefits Designations

Earn a professional designation to take your career in employee benefits to the next level. You'll join a community of peers representing the best and brightest in the industry! *See page 26.*

# Train Your Team and Save!

[www.ifebp.org/teamtraining](http://www.ifebp.org/teamtraining)

Take advantage of special discounted pricing when you train your team with International Foundation e-learning courses. With more than 30 e-learning courses to choose from, we offer several training options to meet your organization's unique needs. You won't find a more convenient or cost-effective training option!

**For more team training information,** visit [www.ifebp.org/teamtraining](http://www.ifebp.org/teamtraining) or contact us directly at (888) 334-3327, option 3, or [teamtraining@ifebp.org](mailto:teamtraining@ifebp.org).

## Choose From These Options for Team Training

### Option 1

Use our learning management system (LMS) to train your staff. As an administrator, you can manage which employees have access to courses and track their usage and success. Pricing is based on the chart below.

### Option 2

Place a Foundation e-learning course on your organization's LMS. This allows your organization to provide training that easily integrates with your established systems and processes. Pricing is based on the chart below plus a one-time \$525 administration fee per course.

### Option 3

Customize the course content for a one-of-a-kind training experience. Exclusive training packages can be tailored to meet your organization's unique needs. Pricing is based on the chart below plus an administration fee based on the amount of customization required.

## 2026 Quantity Discounts for E-Learning

No matter which team training option you select, take advantage of quantity discounts of up to 50%!

Quantity Discount Pricing			
Course Credits	Price per Course Credit		Discount
	Member*	Nonmember	
26-99	\$58.50	\$85.50	10%
100-199	\$55.25	\$80.75	15%
200-499	\$52.00	\$76.00	20%
500-999	\$48.75	\$71.25	25%

**More discounts of up to 50%!**

\*Organizational membership required.

# Online Certificates

[www.ifebp.org/onlinecertificates](http://www.ifebp.org/onlinecertificates)

## Fundamentals in Health Benefits



Get up to speed on how and why an employer may sponsor a health plan for its employees and their beneficiaries. Required courses will outline the various ways to structure a group health plan as well as the many laws and regulations that impact them. Elective courses\* explore plan funding and ancillary health benefits that plan sponsors may offer.

### By earning your certificate, you will be able to:

- Describe types of group health plan designs and how managed care has evolved over time
- Identify which federal laws and regulations affect group health plans
- Explain how plan sponsors can provide prescription drug coverage to participants
- Compare and contrast various plan funding options
- Illustrate the similarities and differences between the three main types of employer-sponsored health accounts
- Recognize how plan sponsors can use wellness and disease management programs to support plan participants.

### Who Should Enroll

- Individuals new to the employee benefits industry
- Experienced benefits professionals who are serving a new type of plan

**Pricing: \$546** (\$798 nonmembers). Item #ELB4.

#### REQUIRED COURSES



Introduction to Group Health Plans



Overview of Prescription Drugs

#### ELECTIVE COURSES\*



Self-Funded Health Plan Basics



Health Savings Accounts (HSAs)



Workforce Wellness: A Guide for Employee Benefits Professionals

*\*Take one elective course to earn the certificate, but get access to all three and complete the remaining two courses if/when you want.*

## Fundamentals in Retirement Plans



Learn everything you need to know about designing and administering a compliant retirement plan. Courses will outline the different plan structures available, legal and regulatory requirements, and contribution and distribution rules as well as the unique responsibilities of various decision makers.

### By earning your certificate, you will be able to:

- Describe the history and objectives of employer-sponsored retirement plans and how they are designed to serve the needs of both plan sponsors and employees
- Explain how defined contribution, defined benefit, hybrid and nonqualified plans operate
- Detail specific IRC and ERISA requirements that various plans must meet to be qualified
- Identify tax advantages that a qualified retirement plan may receive
- Specify the minimum statutory requirements for employee communication and how a plan sponsor can expand on these to better educate its employees
- Describe the fiduciary responsibilities to prudently select and monitor both plan investments and vendors providing services to the plan.

### Who Should Enroll

- Individuals new to the employee benefits industry
- Experienced benefits professionals who are serving a new type of plan

**Pricing: \$637** (\$931 nonmembers). Item #ELB3.

### REQUIRED COURSES



Overview of Retirement Plans



Retirement Plan Investments and Vendor Management

### ELECTIVE COURSES\*



Defined Benefit Plans



Defined Contribution Plans



401(k) Plans

*\*Take one elective course to earn the certificate, but get access to all three and complete the remaining two courses if/when you want.*

# Online Certificates

[www.ifebp.org/onlinecertificates](http://www.ifebp.org/onlinecertificates)

## Certificate in Absence Management



For employers in any industry, the direct and indirect costs associated with employee absences can be staggering. Analyze the reasons employees miss work as well as how absenteeism and presenteeism affect organizational productivity. Then learn how to design a comprehensive leave program for employees while maintaining compliance with the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA).

### By earning your certificate, you will be able to:

- Explain the direct and indirect costs associated with employee absences
- Identify how various job-protected and/or paid leave programs influence whether or not an employee will come to work when ill, injured or distracted
- Describe the different types of leave programs and plans that employers can offer and how they may intersect
- Explain the compliance requirements set forth in the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA) and other federal laws
- Describe how short-term and long-term disability plans may be designed, funded and administered.

### Who Should Enroll

- Benefits and human resources professionals
- Leave program administrators
- Professional service providers—including TPAs, consultants and attorneys—who are new to the employee benefits industry
- Experienced benefits professionals who are new to administering leave programs

**Pricing: \$819** (\$1,197 nonmembers). Item #ELB6.

### REQUIRED COURSES



Managing Absence and Productivity Issues



Americans with Disabilities Act (ADA)



Leave Program Design and Administration



Family and Medical Leave Act (FMLA)



Overview of Disability Plans

## Certificate in ERISA Compliance



For private employee health and welfare and retirement benefit plans, compliance with the Employee Retirement Income Security Act of 1974 (ERISA) is mandatory. Required courses will outline the general requirements of ERISA that all plans must follow as well as identify who is a fiduciary to the plan and what this role entails. Elective courses\* drill down into how ERISA impacts group health plans, retirement plans, plan investing and vendor management.

### By earning your certificate, you will be able to:

- Explain the purpose of ERISA and the legislative developments that led to its passage
- Detail the key ERISA requirements that a plan sponsor must satisfy to maintain a benefit plan
- Identify employee benefit plan fiduciaries and their responsibilities, duties and liabilities
- Understand the methods by which ERISA is enforced, including its regulatory audits.

### Who Should Enroll

- Plan administrators
- Professional service providers—including accountants and attorneys—who are new to the employee benefits industry
- Experienced benefits professionals who are serving a new type of plan

**Pricing: \$774** (\$1,131 nonmembers). Item #ELB5.

### REQUIRED COURSES



ERISA



Fiduciary Responsibility  
for ERISA Plans

### ELECTIVE COURSES\*



Introduction to  
Group Health Plans



Overview of Retirement Plans



Retirement Plan Investments  
and Vendor Management

*\*Take one elective course to earn the certificate, but get access to all three and complete the remaining two courses if/when you want.*

# Online Certificates

[www.ifebp.org/onlinecertificates](http://www.ifebp.org/onlinecertificates)

## Certificate in Health Plan Navigation



Health care benefits are complex, and your plan participants look to you for the answers. If you are on the front line of health care enrollment at your organization, the Certificate in Health Plan Navigation is the education you need to better understand the health care system and support your plan participants in making the best health care choices.

### By earning this certificate, you will be able to:

- Understand how health care is delivered
- Know key health, prescription drug and disability plan terms, definitions and provisions
- Be able to help individuals distinguish between ACA exchanges and employer-provided health plans
- Understand cost implications and quality indicators
- Possess strategies to help individuals choose the best health plan for their situation and health literacy skill level
- Help individuals become better health care consumers.

### Who Should Enroll

- Fund office staff
- Corporate HR and benefits personnel
- Consulting firm professionals
- ACA navigators, non-navigator assistance personnel and certified application counselors
- Insurance company client service representatives

**Pricing: \$468** (\$684 nonmembers). Item #HPN-BUNDLE.

### REQUIRED COURSES



Health Literacy



Health Insurance Basics



Health Care Delivery Models



Health Care Cost and Quality



Overview of Prescription Drugs



Overview of ACA



Overview of Exchanges



Overview of Disability Plans

## Certificate in Multiemployer Plan Auditing



Multiemployer plans are a unique structure of benefit plans that can require special considerations for accounting and auditing issues. First, familiarize yourself with what multiemployer plans are, how they are meant to function and where legal problems can occur. Then, learn about accounting and auditing guidelines for multiemployer plans, including tax forms, financial processes, required financial statements and common multiemployer reporting issues.

### By earning your certificate, you will be able to:

- Explain the basic purpose and functions of multiemployer plans
- Describe fiduciary and advisory roles in a multiemployer plan and the rules that govern prohibited transactions
- Identify types of multiemployer plan fraud, where it can occur and how to help prevent it
- Recognize key tax documents and financial processes that are common to multiemployer plans
- Organize the required financial statements of different types of multiemployer benefit plans.

### Who Should Enroll

- Professionals who interact directly with multiemployer plan finances
- External auditors new to working on multiemployer plans
- Multiemployer plan trustees or administrators who wish to better understand the financial processes and responsibilities of their multiemployer plans

**Pricing: \$293** (\$428 nonmembers). Item #ELB8.

### REQUIRED COURSES



Multiemployer Plan  
Structure and Administration



Multiemployer Plan  
Accounting and Auditing

# Online Certificates

[www.ifebp.org/onlinecertificates](http://www.ifebp.org/onlinecertificates)

## Certificate in Self-Funding Group Health Plans



Employers that sponsor a group health plan for their employees may choose to self-fund the plan instead of purchasing health insurance. This means that the plan sponsor retains the financial risk and pays for all health claims out of specifically reserved funds or general business assets. The decision to self-fund is complex and involves strategic decision making regarding plan design, cost-containment strategies, whether to purchase stop-loss insurance and plan administration.

### By earning this certificate, you will be able to:

- Explain why an employer might decide to self-fund its health plan
- Evaluate self-funding vs. fully insuring health plans
- Describe the two main methods for financing self-funded plans
- Identify tools, like stop-loss insurance, that self-funded plans can use to reduce risk exposure and manage costs
- Identify the advantages and disadvantages of in-house administration.

### Who Should Enroll

- Group health plan sponsors, including single employer plan sponsors and multiemployer plan trustees
- Plan administrators
- Professional service providers that are new to the industry, including accountants, attorneys, actuaries, investment managers and advisors, TPAs, insurance agents, benefits consultants and recordkeepers
- Experienced benefits professionals serving a new type of plan or considering a new health plan funding method

**Pricing: \$410** (\$599 nonmembers). Item #ELB7.

### REQUIRED COURSES



Self-Funded Health Plan Basics



Self-Funded Health Plans:  
Understanding Stop-Loss Insurance



Self-Funded Health Plans:  
Cost-Containment Strategies



Self-Funded Health Plans:  
Plan Administration

E-learning courses can be taken individually or as part of an online certificate so you can get the exact training you need.



## **COBRA**

### **Four-Credit Course**

COBRA requires that most employer-sponsored group health plans must provide employees and their families the opportunity for a temporary extension of plan coverage in certain instances when that coverage would otherwise end. This course will explain the technicalities of COBRA, including who is entitled to COBRA, for how long and at what cost, as well as how it must be administered.

\$260 (\$380 nonmembers). Item #EL64.



## **Flexible Spending Accounts (FSAs)**

### **Four-Credit Course**

A flexible spending account (FSA) is an individual account that can reimburse an employee for qualified medical expenses and work-related child-care expenses. This course reviews the different types of FSAs, how employers can design these plans, compliance requirements, tax advantages, reimbursement rules, claims substantiation and other administrative considerations. Conclude this course by comparing FSAs to other employer-sponsored health accounts.

\$260 (\$380 nonmembers). Item #EL160.



## **Health Care Cost and Quality**

### **One-Credit Course**

*Also included in an online certificate—See pages 4-10.*

Plan participants can manage their health care expenses by using their health plan strategically, maintaining good health and seeking high-quality care. This course will review concepts such as balance billing for out-of-network care, claims and appeals, provider price and quality transparency, and programs to improve health and lower costs.

\$65 (\$95 nonmembers). Item #EL92.

# E-Learning Courses



## Health Care Delivery Models

### One-Credit Course

*Also included in an online certificate—See pages 4-10.*

Health care delivery is affected by the scope of the plan's provider network as well as the ways in which the participants can interact with the network. Health care delivery models are regularly evolving based on industry trends, economic and social pressures, and legislative mandates. This course will review how health care plans utilize various models for delivering care to participants.

**\$65 (\$95 nonmembers). Item #EL94.**



## Health Insurance Basics

### One-Credit Course

*Also included in an online certificate—See pages 4-10.*

Health insurance helps to minimize the financial impact of a person's medical costs by transferring some of the risk to the insurance provider. This course will review these cost-related concepts as well as introduce additional spending and savings options that can be used to pay for health care and supplies. The course will also provide information about federal laws that protect participants of group health plans.

**\$65 (\$95 nonmembers). Item #EL91.**



## Health Literacy

### One-Credit Course

*Also included in an online certificate—See pages 4-10.*

People who participate in group health plans will have different levels of health literacy, and the majority will have lower health literacy due to a variety of factors. This course defines health literacy and its various subsets and addresses how to evaluate a participant's health literacy aptitude. The course also provides a comprehensive overview of how to assist participants with low health literacy in any setting.

**\$65 (\$95 nonmembers). Item #EL90.**

E-learning courses qualify for CEBS® Compliance credit.

The International Foundation has general preapproval from the Human Resource Certification Institute (HRCI) for PHR/SPHR/GPHR and the Society for Human Resource Management (SHRM) for SHRM-CP/SHRM-SCP recertification for most e-learning courses. In addition, courses are approved in many states for insurance licensure continuing education credit.

To see how you could earn credit, go to [www.ifebp.org/elearningce](http://www.ifebp.org/elearningce).



## Health Reimbursement Arrangements (HRAs)

### Two-Credit Course

Employers interested in allowing employees to direct some of their own health care spending while still maintaining flexibility regarding plan design may consider offering an HRA. This course reviews HRA funding requirements, tax advantages, distribution options for qualifying medical expenses, claims substantiation and other administrative considerations. Conclude this course by comparing HRAs to other employer-sponsored health accounts.

\$130 (\$190 nonmembers). Item #EL159.



## Health Savings Accounts (HSAs)

### Three-Credit Course

*Also included in an online certificate—See pages 4-10.*

HSAs are designed to pay for day-to-day qualified medical expenses on a tax-favored basis before health coverage provided through a high-deductible health plan (HDHP) begins. Learn about who can own and contribute to an HSA as well as contribution limits, distribution requirements and administration considerations. Conclude this course by comparing HSAs to other employer-sponsored health accounts.

\$195 (\$285 nonmembers). Item #EL158.



## HIPAA Privacy

### One-Credit Course

HIPAA violations are costly. How do you stay informed and compliant? This course provides comprehensive training on the latest HIPAA regulations for plan sponsors and business associates. Learn who and what are covered by the HIPAA Privacy Rule, how to properly disclose protected health information (PHI) and when the minimum necessary standards apply.

\$65 (\$95 nonmembers). Item #EL45.



## HIPAA Security

### One-Credit Course

Covered entities and business associates must comply with the HIPAA Security Rule. Learn administrative, physical and technical best-practice safeguards to have in place and how to document your compliance.

\$65 (\$95 nonmembers). Item #EL101.

# E-Learning Courses



## Introduction to Group Health Plans

### Four-Credit Course

*Also included in an online certificate—See pages 4-10.*

Group health benefits play a key role in attracting and retaining your employees. Having trained staff who can effectively answer group health plan questions is essential. This course identifies the different plan funding options, outlines the evolution of managed care, reviews cost-containment strategies for group health plans, and addresses how plans must comply with federal and state laws.

\$260 (\$380 nonmembers). Item #EL03.



## Overview of ACA

### One-Credit Course

*Also included in an online certificate—See pages 4-10.*

This course offers an introductory look at the main components of ACA as well as how the law has changed over time. Learn about mandated benefits and plan design features that affect individuals as well as employer-sponsored group health plans, and discover how individuals and small employers can purchase health insurance through the ACA Marketplace and the Small Business Health Options Program (SHOP).

\$65 (\$95 nonmembers). Item #EL95.



## Overview of Disability Plans

### One-Credit Course

*Also included in an online certificate—See pages 4-10.*

Learn more about various types of private and government-sponsored disability insurance plans as well as how to guide participants with disabilities through the process of choosing or utilizing coverage.

\$65 (\$95 nonmembers). Item #EL97.



## Overview of Exchanges

### One-Credit Course

*Also included in an online certificate—See pages 4-10.*

Everything you need to know about the ACA-created online marketplace, also known as a *public exchange* in some states, is covered in this course. It will also define private exchanges and differentiate the types of health coverage currently available through each.

\$65 (\$95 nonmembers). Item #EL96.



## Overview of Prescription Drugs

### One-Credit Course

*Also included in an online certificate—See pages 4-10.*

For most people, taking medication is a part of daily life, and prescription drug coverage provides an opportunity to obtain these drugs more affordably. Learn how people can gain access to prescription drug coverage, and define different types of drugs and how they may vary in price. This course will also review how various plan features can affect cost for plan participants and how participants can purchase necessary drugs using a plan.

\$65 (\$95 nonmembers). Item #EL93.



## Retiree Health Care

### Two-Credit Course

This course discusses the options for retiree health care. It provides information about Medicare benefits, eligibility and enrollment options. This course also addresses how employer-sponsored health care plans work with current employees over the age of 65 and provides clarification of long-term care.

\$130 (\$190 nonmembers). Item #EL259.

# E-Learning Courses



## Self-Funded Health Plan Basics

### One-Credit Course

*Also included in an online certificate—See pages 4-10.*

Employers providing group health plans for their employees often choose to self-fund medical benefits instead of purchasing insurance. It is critical for plan sponsors to understand how these two approaches differ, how they are the same, and the pros and cons of each. This course provides a foundation for decision making, design and administration. \$65 (\$95 nonmembers). Item #EL161.



## Self-Funded Health Plans: Cost-Containment Strategies

### Two-Credit Course

*Also included in an online certificate—See pages 4-10.*

Gaining more control over health care costs is a priority for every health plan sponsor. Sponsors of self-funded plans often have more flexibility than sponsors of insured plans to customize and implement their preferred design and cost-management strategies. This course explains how data analytics and predictive modeling can point the way toward effective cost-containment strategies. It describes various plan designs and methods self-funded plan sponsors can use to deliver cost-effective health care benefits while achieving strategic goals. \$130 (\$190 nonmembers). Item #EL180.



## Self-Funded Health Plans: Plan Administration

### Three-Credit Course

*Also included in an online certificate—See pages 4-10.*

Self-funded group health plan sponsors must give careful consideration to plan administration. This includes, but is not limited to, enrolling plan participants, collecting contributions, ensuring that funds are appropriately reserved and invested, processing claims, recordkeeping, communicating with plan participants and maintaining compliance with federal laws. This course provides a deep dive into the intricacies of these tasks, identifies the various types of service providers to whom the plan can outsource these duties, and describes how a plan sponsor can prudently select and monitor a vendor.

\$195 (\$285 nonmembers). Item #EL181.



## **Self-Funded Health Plans: Understanding Stop-Loss Insurance** One-Credit Course

*Also included in an online certificate—See pages 4-10.*

Self-funded health plan sponsors often purchase stop-loss insurance for financial risk management. Stop-loss insurance protects plan sponsors from unexpected, costly medical claims that could jeopardize their core business. This course explains the types of stop-loss insurance available and what to know before purchasing and negotiating a policy. The course also describes captive arrangements that can be used along with stop-loss insurance for risk management.

\$65 (\$95 nonmembers). Item #EL164.



## **Workforce Wellness: A Guide for Employee Benefits Professionals** Four-Credit Course

*Also included in an online certificate—See pages 4-10.*

*Workforce wellness* refers to the systematic efforts of an organization to enhance the well-being of its members through education, behavior change and organizational culture. For employers or plan sponsors, the goal is to improve the health and productivity of the workforce. But “wellness” as an industry requires a wide range of expertise, and no one professional can do it alone. So, where does a benefits professional begin when creating or taking over a wellness program? This course provides a comprehensive overview of workforce wellness and describes how to design and implement a wellness strategy—including programs and interventions—that is effective and engaging.

\$260 (\$380 nonmembers). Item #EL281.

# E-Learning Courses



## 401(k) Plans

### Four-Credit Course

*Also included in an online certificate—See pages 4-10.*

The 401(k) plan has emerged as the primary retirement savings plan for many employees because of the tax advantages it provides. This course looks at many considerations for structuring and administering a compliant 401(k) plan, including employer and employee contributions, nondiscrimination testing, safe harbor protections, automatic enrollment and distributions.

\$260 (\$380 nonmembers). Item #EL141.



## Defined Benefit Plans

### Two-Credit Course

*Also included in an online certificate—See pages 4-10.*

Learn about the defined benefit plan options available to plan sponsors, including the different pay- and service-related benefit formulas, plan funding responsibilities, investment decisions and risks, distribution methods and plan termination options.

\$130 (\$190 nonmembers). Item #EL139.



## Defined Contribution Plans

### One-Credit Course

*Also included in an online certificate—See pages 4-10.*

A defined contribution plan offers flexibility to the plan sponsor and places all investment risk on the participant. Study how profit-sharing plans, employee stock ownership plans (ESOPs), money purchase pension plans, employer-sponsored IRAs, simplified employee pension (SEP) plans and Savings Incentive Match Plans for Employees (SIMPLE plans) provide different retirement savings options to employees.

\$65 (\$95 nonmembers). Item #EL140.

E-learning courses qualify for CEBS Compliance credit.

The International Foundation has general preapproval from the Human Resource Certification Institute (HRCI) for PHR/SPHR/GPHR and the Society for Human Resource Management (SHRM) for SHRM-CP/SHRM-SCP recertification for most e-learning courses. In addition, courses are approved in many states for insurance licensure continuing education credit.

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## Overview of Retirement Plans

### Three-Credit Course

*Also included in an online certificate—See pages 4-10.*

Plan sponsors have many options when designing a retirement plan. Learn about the history and objectives of retirement plans, income sources in retirement, the role of plan sponsors, different plan structures available and how to educate employees. This course will also review Internal Revenue Code (IRC) and ERISA requirements that retirement plans must meet to qualify for tax advantages.

\$195 (\$285 nonmembers). Item #EL138.



## Retirement Plan Investments and Vendor Management

### Four-Credit Course

*Also included in an online certificate—See pages 4-10.*

Meet all the key players involved in designing, administering and growing a retirement plan. Review the unique responsibilities of plan sponsors, trustees, fiduciaries, retirement plan committees, investment consultants and managers, actuaries, recordkeepers and third-party administrators (TPAs), and learn how to manage relationships with each of these groups.

\$260 (\$380 nonmembers). Item #EL142.



## Understanding Social Security

### Two-Credit Course

This course is designed to help both employers and individual workers understand eligibility requirements and funding processes in anticipation of applying for Social Security or Social Security Disability Insurance (SSDI).

\$130 (\$190 nonmembers). Item #EL98.

# E-Learning Courses



## Americans with Disabilities Act (ADA)

### Three-Credit Course

*Also included in an online certificate—See pages 4-10.*

ADA provides a broad series of protections against discrimination for Americans with disabilities. This course goes into depth on Title I of ADA, which specifically provides protection from employment discrimination to qualified applicants and employees with disabilities.

\$195 (\$285 nonmembers). Item #EL102.



## ERISA

### Four-Credit Course

*Also included in an online certificate—See pages 4-10.*

Get the information you need to understand the requirements of the Employee Retirement Income Security Act of 1974 (ERISA), including types of plans covered, penalties, vesting requirements, fiduciary responsibilities, and reporting and disclosure requirements.

\$260 (\$380 nonmembers). Item #EL13.



## Family and Medical Leave Act (FMLA)

### Four-Credit Course

*Also included in an online certificate—See pages 4-10.*

The Family and Medical Leave Act (FMLA) is a federal law that serves to balance the demands of the workplace with the needs of families by protecting employees and employers when reasonable, approved military- and non-military-related leave is needed. This course covers how to recognize coverage and eligibility requirements of employees, identify the responsibilities of employers, deal with employee discipline and terminations in accordance with FMLA, avoid common administration mistakes, implement best practices and be aware of interactions with other laws.

\$260 (\$380 nonmembers). Item #EL17.



## **Fiduciary Responsibility for ERISA Plans** Two-Credit Course

*Also included in an online certificate—See pages 4-10.*

This course is designed to help fiduciaries understand their responsibilities and avoid penalties and personal liability. Reviewed topics include implications of co-fiduciary liability, delegation of duties, and the importance of establishing and following policies and procedures. **\$130 (\$190 nonmembers). Item #EL24.**



## **Leave Program Design and Administration** Four-Credit Course

*Also included in an online certificate—See pages 4-10.*

Leave programs provide employees the opportunity to take time off from work as needed to refresh, vacation, resolve personal issues or address medical problems without the risk of losing their jobs. In some cases, leave is fully or partially paid, and other employee benefits continue uninterrupted. This course will review the various types of short- and long-term leave programs that employers can provide as well as best practices for designing and administering these benefits while maintaining compliance with federal, state and jurisdictional laws. **\$260 (\$380 nonmembers). Item #EL179.**



## **Life and Accidental Death and Dismemberment (AD&D) Insurance** Two-Credit Course

The wide variety of life insurance products can make it difficult for employers to decide which types of coverage to offer employees. This course provides a solid understanding of life insurance options, business-oriented life policies, accidental death and dismemberment (AD&D) policies, and underwriting and eligibility requirements. **\$130 (\$190 nonmembers). Item #EL20.**

E-learning courses qualify for CEBS Compliance credit.

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To see how you could earn credit, go to [www.ifebp.org/elearningce](http://www.ifebp.org/elearningce).

# E-Learning Courses



## Managing Absence and Productivity Issues Two-Credit Course

*Also included in an online certificate—See pages 4-10.*

Each year, employers collectively lose billions of dollars due to employee absence. This includes time away from the office for health-related and non-health-related issues and disability leave as well as presenteeism and other distractors that decrease employee productivity on the job. This course addresses absence management strategies and other tools for driving employee productivity.

\$130 (\$190 nonmembers). Item #EL178.



## Multiemployer Plan Accounting and Auditing Three-Credit Course

*Also included in an online certificate—See pages 4-10.*

Because of their specialized structures, multiemployer plans have numerous differences and nuances to handling finances. These plans may have special reporting requirements, financial processes, financial statements, and other accounting and auditing issues. This can create difficulties for any accountant who is required to work on a multiemployer plan but is not familiar with how they function. This course provides high-level information for dealing with the accounting and auditing of multiemployer plans as well as points to additional resources and areas of inquiry.

\$195 (\$285 nonmembers). Item #EL229.



## Multiemployer Plan Structure and Administration Two-Credit Course

*Also included in an online certificate—See pages 4-10.*

Because they must combine the sponsorship and leadership of multiple companies as well as labor union representation, multiemployer benefit plans require a unique structure and administration. For anyone working with a multiemployer plan, it is essential to understand how these plans function and how their responsibilities are divided. This course will look at the basics of multiemployer plans, the people who guide plan decisions, basic plan regulations and the types of fraud that can occur in multiemployer plans.

\$130 (\$190 Nonmembers). Item #EL228.

# Virtual and Hybrid Conferences

[www.ifebp.org/online](http://www.ifebp.org/online)

## Premier Education From Your Home or Office

Looking for that same International Foundation conference experience right where you are? Virtual conferences are for you! Take a break from the daily grind and participate in popular, can't-miss sessions from the comfort of your home or workspace.

### Upcoming Programs Include:



#### **Well-Being at Work**

Virtual Conference

June 3-4, 2026



#### **Accounting and Auditing Institute for Employee Benefit Plans**

Virtual Conference

June 15-17, 2026



#### **Mental Health Virtual Conference**

Virtual Conference

October 7, 2026



#### **72nd Annual Employee Benefits Conference**

Virtual Conference

October 25-28, 2026

You may self-report your attendance at any live or recorded virtual conference for CEBS Compliance credit. Continuing education credit for other professions and designations is not available for virtual conferences.

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# Virtual Workshop

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## Go Deep With Instructor-Led Virtual Training

A variety of topics are offered through live virtual workshops that spotlight specific aspects of your organization and its functions. Limited spots are available to encourage interaction and simulate a classroom environment. Register yourself or your team to participate in the learning you need for continued success.

### Examples of virtual workshops to learn from include:



**Global Benefits Fundamentals**



**Understanding the Rx Industry**

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## Financial Skills for Life

This approachable online course will help new workers build solid personal finances. It highlights the issues they should consider as they are getting started in their jobs and provides helpful tools for the future.

Students will learn how to:

- Understand banking
- Create and adjust a budget
- Start an emergency fund
- Save for retirement
- And more!

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## Free to Members!

### Looking for information on the latest regulations and trends?

International Foundation members have complimentary access to more than 30 webcasts each year. You'll get timely strategies from leading experts in the industry by accessing both live and recorded webcasts—all included with an International Foundation membership.

### LEARN MORE and REGISTER at [www.ifebp.org/webcasts](http://www.ifebp.org/webcasts).

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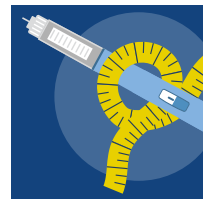
### Examples of webcasts include:



How Science and New Tech Is Driving Health Care Costs



Financial Literacy That Actually Improves Benefits Outcomes



The Next Wave of Specialty Drugs: What Comes Next After Ozempic?

## SPONSORSHIPS

Sponsorships are available at select virtual conferences and for our Sponsored Webcasts. Each provides valuable opportunities to reach an engaged audience.

LEARN MORE about sponsorships at [www.ifebp.org/sponsorships](http://www.ifebp.org/sponsorships).



# Employee Benefits Designations

[www.ifebp.org/cebs](http://www.ifebp.org/cebs)

# CEBS

Certified Employee Benefit Specialist® Program

## Get Your CEBS, GBA or RPA!

The **Certified Employee Benefit Specialist® (CEBS®) program** provides the specialized knowledge, skills and confidence needed to meet the challenges of the profession.

### Courses

You will need to successfully complete all five courses to earn your CEBS designation. You can also earn your Group Benefits Associate (GBA) or Retirement Plans Associate (RPA) designation by completing three courses described below. Each course applies toward the CEBS designation.



### It is recommended you start with GBA 1 or RPA 1.

- GBA 1—Directing Benefits Programs Part 1
- GBA 2—Directing Benefits Programs Part 2
- GBA/RPA 3—Strategic Benefits Management
- RPA 1—Directing Retirement Plans Part 1
- RPA 2—Directing Retirement Plans Part 2

### Start With a Complimentary CEBS Webinar!

Attend this complimentary 30-minute webinar for a complete overview of the CEBS program. Learn how to register for a CEBS course, prepare for exams and maximize additional study resources.

### How to Take a Course—Flexible, Accessible Study Options

The program is designed to flex to fit you. Study independently or enroll in an Online Study Group With Instructor Support for additional study support.



**Register for Required Exam—**  
Each course requires the successful completion of a comprehensive exam.



**Order Study Materials—**  
Exams cover content from the Study Guide and textbooks assigned to each course.



**Self-Study and Consider Guided Support—**  
Online Study Groups With Instructor Support provide access to instructors, a structured time frame and peer interaction.

**LEARN MORE** at [www.ifebp.org/cebs](http://www.ifebp.org/cebs).

# Stay Compliant and Get Support

[www.ifebp.org/membership](http://www.ifebp.org/membership)

The International Foundation provides more than just educational conferences and events. Turn to the Foundation for timely, objective resources designed just for you. Check out some of our most popular offerings below, many exclusive for Foundation members.



## STAY COMPLIANT

**Legislative and Regulatory Updates**—Find vetted, expertly curated updates out of Washington on issues impacting the employee benefits landscape.

**Today's Headlines**—Stay ahead of benefit regulations with daily compliance alerts, benefits news stories, and industry legislative and regulatory updates.



## MAKE CONNECTIONS

**Jobs in Benefits/Career Resource Center**—Find your next great hire, develop your career as a benefits professional, learn the latest trends in benefits and get an idea of salaries in your field.

**Foundation Community**—Chat directly with your peers, and learn from others' conversations.



## SAVE TIME AND MONEY

**InfoQuick**—Instantly access articles amongst over 100 frequently asked questions about industry topics, saving hours of searching time.

**Sample Documents**—Enough starting from scratch. View sample policies, forms, checklists and other documents first.

**Personalized Research Service**—Save hours of time by letting one of our information specialists handle your complicated benefits questions.



## LEARN FROM THE EXPERTS

**Webcasts**—Gain just-in-time information on developing benefit issues, delivered by experts, with unlimited live and on-demand webcasts.

**Benefits Magazine**—Understand emerging trends affecting benefit plans through best practices, case studies and expert analysis, delivered to your door every other month.

# Employee Benefits Online Learning

Online education created  
by real benefits experts.

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