

# HR 105: MANAGING EMPLOYEE BENEFIT PROGRAMS

## PRESENTER

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

## LOCATION, DATE & TIME

**Malloy Imrie & Vasconi Insurance Services**  
899 Adams Street - St. Helena, CA 94574

**June 28, 2017**

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

## 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.

## PRESENTER BIO

David was born in Fowler, CA and raised on a family farm growing grapes and tree fruit. He graduated with a BA in Political Science from CA State University, Fresno (CSUF). After graduation he worked at CA State Assemblyman Richard Lehman's office as a Field Representative. In 1980, he started with Western Growers as an Account Executive in the Fresno office, later becoming a Regional Manager, and in 1987 moved to the Salinas office. In 2003, David realized a dream and started his own agency, Nikssarian Insurance Services, Inc. He specializes in health/employee benefit programs, WC, and Employment Practices Liability Insurance and has been a licensed insurance agent for over 30 years.

## REGISTRATION FORM

105 ~ St. Helena ~ June 28, 2017

**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. It was developed and now being presented by the leading Professionals and consultants in the field.

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

