

UNDERSTANDING EMPLOYEE BENEFIT LAWS

by

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- I. EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974 § 510**
 - A. Coverage**
 - B. Anti-Retaliation Provision**
 - C. Employment Protection Provision**
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- II. MENTAL HEALTH PARITY ACT Of 1996 (29 U.S.C. § 1185a)**
- III. NEWBORNS' AND MOTHERS' HEALTH PROTECTIONS ACT**
- IV. HEALTH INSURANCE UNDER THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996 (HIPAA)**
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- H. Disclosure Requirements
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 - N. Required Training
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 - A. In General

- B. Which Plans Are Covered, And When Are They Covered?**
 - C. What Are “Receipts”?**
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 - E. “Business Associate Agreements”**
- VII. OLDER WORKERS BENEFIT PROTECTION ACT OF 1990 (“OWBPA”)**
- A. Bona Fide Employee Benefit Plans And The Older Workers Benefit Protection Act of 1990, Or The “OWBPA”**
 - B. Early Retirement Or Exit Incentive Plans And The Use Of Settlement And Release Agreements Under The OWBPA**
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- VIII. WOMEN’S HEALTH AND CANCER RIGHTS ACT (WHCRA)**
- A. Reconstructive Surgery And The WHCRA**
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Scott Warrick combines the areas of law and human resources to assist organizations in
“Solving Employee Problems BEFORE They Happen.”

Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical, entertaining and humorous style.

Scott Trains Managers and Employees ON-SITE in over 50 topics

Scott Warrick specializes in working with organizations to *prevent* employment law problems from happening while improving employee relations.

Scott's academic background and awards include:

- Capital University College of Law (Class Valedictorian (1st out of 233))
- Master of Labor & Human Resources and B.A. in Organizational Communication: The Ohio State University
- The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council's David Prize for Creativity in Human Resource Management

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