

## Webinar Name

## Air Date

## Overview

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| 1.  | <a href="#"><u>California Consumer Privacy Act: Are You Prepared</u></a>  | 4/23/2020  | Learn more about California Consumer Privacy Act (CCPA), including the basics of CCPA, from who is covered to what data is protected, its impact on brokers and consumers, what you need to know and best practices to be compliant.   |
| 2.  | <a href="#"><u>Dental benefits 2020: A bridge to oral health &amp; wellness</u></a>                                 | 4/9/2020   | Review the results of Guardian's latest research on consumer trends in dental benefits and oral health. We will also address impact of COVID-19 on oral health, as well as why vaping may put millennials and Gen Z at higher risk of coronavirus                                  |
| 3.  | <a href="#"><u>Risk Redirect: Using Group Benefits to Reduce Illegitimate Workers' Comp Claims</u></a>              | 3/26/2020  | Explore using accident and disability insurance products to reduce questionable, workers' compensation claims.   |
| 4.  | <a href="#"><u>Washington, D.C. Paid Family Leave: What You Need to Know Now</u></a>                                | 3/12/2020  | Learn more about Washington D.C.'s Universal Paid Leave Amendment Act, or PFL, which is effective July 1, 2020 and provides paid leave benefits for family, medical or parental leave.   |
| 5.  | <a href="#"><u>Meet EMMA, our Enrollment Mapping and Management Application</u></a> [FOR BROKERS]                   | 2/27/2020  | learn more about EMMA™, Guardian's Enrollment Mapping and Management Application. We'll explain how EMMA is revolutionizing the enrollment census submission process for new case implementation.  |
| 6.  | <a href="#"><u>What Should I Do: Test Your FMLA Knowledge</u></a>   | 2/20/2020  | During this webinar, attendees walk through real-life Family and Medical Leave Act scenarios, each with multiple-choice options to test their knowledge.   |
| 7.  | <a href="#"><u>Coming into Focus: The role of vision benefits and eye care in overall health &amp; wellness</u></a> | 1/30/2020  | Review the state of eye health in America, the latest trends in vision benefits, and the linkage between eye health and overall wellness.  |
| 8.  | <a href="#"><u>Paid Family Leave Laws: West Coast Update – CA, WA, OR</u></a>                                       | 12/5/2019  | Learn about state family and medical leave laws from the soon-to-be effective Washington state law, the recently passed Oregon law, and recent updates to California's longstanding law.   |
| 9.  | <a href="#"><u>NJ &amp; NY Paid Family Leave Laws: Update on 2019/2020 Changes</u></a>                              | 11/21/2019 | Learn more about the recent changes to the New Jersey and New York's Paid Family Leave Laws and State Disability programs  |
| 10. | <a href="#"><u>Massachusetts Paid Family and Medical Leave: Got Questions? Ask the Experts</u></a>                  | 11/14/2019 | Explore common FAQs about the new MA PFML program including eligibility, payroll deductions, the exemption process and integration with FMLA   |
| 11. | <a href="#"><u>Creating a LGBTQ Inclusive Workplace: Going Beyond Policies</u></a>                                  | 10/31/2019 | A culture of inclusiveness means being visible from the language used in communications, accountability in reporting systems, and providing education for workers. This session will explore how employers can increase visibility and make inclusiveness a part of their culture. |

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12.	<a href="#"><u>Get Ready Massachusetts Paid Family and Medical Leave</u></a>	10/1/2019	Get the latest updates, clarify processes such as filing an exemption and find out what comes next to prepare for MAPFML
13.	<a href="#"><u>MA Paid Family &amp; Medical Leave Law: Demystifying the Details</u></a>	5/22/2019	Benefits don't start until 2021 but the first stage of implementation, including notifications and deductions, the latest updates, and recommended next steps are addressed.
14.	<a href="#"><u>The Future of Dentistry: Improving America's Oral Health &amp; Wellness</u></a>	4/11/2019	Dental industry thought leaders share their insights about trends accelerating change in the practice of dentistry and the business of dental benefits
15.	<a href="#"><u>Let's Talk Paid Family &amp; Medical Leave Law: Ask the Compliance Experts</u></a>	4/4/2019	Provides an overview of the current and proposed state leave laws as well as updates on Massachusetts, Washington, New York, and New Jersey.
16.	<a href="#"><u>Pain Management in Crisis: Opioids and the Role of Dental Benefits Management</u></a>	1/17/2019	Our panel of experts explore ways health plans, dentists, and insurance companies can work together to address the country's pain management crisis through member and provider education, prescribing protocols, ED diversion and dental case management.
17.	<a href="#"><u>Paying for Higher Education in America: College Tuition Benefits</u></a>	11/8/2018	We explore the growing college debt crisis in America and consumer trends from Guardian's latest research. Learn more about benefit solutions that can assist workers with saving for future college expenses, loan repayment, and tuition reimbursement.
18.	<a href="#"><u>The Next Wave of NYPFL: Trends, Changes &amp; More</u></a>	11/1/2018	With 2019 quickly approaching, we explain how NYPFL will impact the way employers look at benefits, payroll, and integration of multiple leaves.
19.	<a href="#"><u>Game-Changer: The Digitalization of Employee Benefits Delivery</u></a>	10/11/2018	Hear about trends in employer adoption of HR and benefits technology; key considerations when developing or refining a bentech strategy; pros/cons of various models; and, implications of increased digitalization and systems integration.
20.	<a href="#"><u>The Leave Management Puzzle: Challenges &amp; Solutions</u></a>	9/20/2018	Learn the latest trends, employer pain points, and common areas of non-compliance, plus actionable advice and best practices, especially for firms with 50 to 1,000 employees. This webinar is co-sponsored by the Disability Management Employer Coalition (DMEC).
21.	<a href="#"><u>Preparing for the Automation Revolution</u></a>	6/27/2018	This webinar provides insights on employer technology adoption and automation. Three Guardian technology partners discuss artificial intelligence, data analytics, API integration and blockchain: <b>WorkFusion</b> , <b>Koru</b> , and <b>IPSoft</b> .
22.	<a href="#"><u>Hidden Gem: Tapping the Value of Employee Assistance Programs</u></a>	6/26/2018	For Guardian clients offering Integrated Behavioral Health (IBH), learn more about the range of employee counseling, wellness, financial, and employer support services in your EAP, and best practices in employee communications and engagement.

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23.	<a href="#"><u>NY State Cyber Security: What Brokers Need to Know</u></a> [FOR BROKERS]	6/25/2018	Guardian® and Deloitte review the new regulations and how we'll be supporting brokers and other distribution partners in complying with the NYDFS Cybersecurity Regulation.
24.	<a href="#"><u>NYPFL: The First 90 Days – Experience &amp; Insights</u></a>	5/17/2018	Get an overview of the first 90 days as our panel reviews topics that employers are still struggling to understand, as well as common claim scenarios and best practices emerging from the first few months of the leave law.
25.	<a href="#"><u>Dental Benefits: A Bridge to Oral Health &amp; Wellness</u></a>	3/23/2018	Regular preventive dental care is important to oral health and overall wellness, and it can reduce future dental claims costs. Hear insights from Guardian's latest research and best practices for increasing preventive dental care utilization to improve workforce oral health.
26.	<a href="#"><u>Managing Workplace Well-Being: Are You Optimizing Your EAP?</u></a>	5/25/2017	Learn best practices to help employers unleash the power of their Employee Assistance Programs (EAPs) from building awareness, improving communication and educating teams about the resource available.
27.	<a href="#"><u>Boosting Worksite Participation: It's All About Enrollment Strategy</u></a> [FOR BROKERS]	9/26/2017	Learn how Guardian can help you develop the right enrollment strategy for the right products at the right time -- and achieve higher participation on sales of accident, critical illness, cancer and hospital indemnity insurance products.
28.	<a href="#"><u>Growing Your Business with Supplemental Health</u></a> [FOR BROKERS]	8/17/2017	Let Guardian help you grow your residual revenue by identifying opportunities to cross-sell accident, critical illness, cancer and hospital indemnity insurance products.

## COVID-19 Webinars

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1.	<a href="#"><u>Navigating employee leave during the COVID-19 pandemic</u></a>	5/6/2020	Our panel will explain how the new FFCRA and state leave law updates interact with existing FMLA and company leave policies.
2.	<a href="#"><u>Guardian dental benefits: Maintaining oral health during the COVID-19 pandemic</u></a>	4/29/2020	Our speakers will share ways to maintain good oral health during this time when you can't visit the dentist for routine care. We will discuss the steps Guardian is taking to support our members.
3.	<a href="#"><u>Guardian's response to COVID-19: Updated customer policies, procedures and tools</u></a>	4/22/2020	We will discuss updates to claims processing and how it will affect your employees, expansion of our Employee Assistance Program offerings, new service delivery methods to ensure the continuation of business operations and teledentistry coverage updates included in Guardian dental policies.
4.	<a href="#"><u>Adapting to keep your business afloat: How small businesses can benefit from new COVID-19 regulations</u></a>	4/15/2020	Our panel will address new regulations aimed at helping small businesses, such as the Families First Coronavirus Response Act (FFCRA), and the Coronavirus Aid, Relief and Economic Security (CARES) Act .
5.	<a href="#"><u>Resiliency, flexibility, and adaptability: Practical applications for today, so we can all bounce back tomorrow</u></a>	4/8/2020	We will discuss ways to support organizations and their workers in responding to the ongoing coronavirus crisis. We will discuss how to tap into our strengths of resiliency, flexibility, and adaptability to better cope with anxiety and fear, as well as ways to be our personal best—not only for ourselves and loved ones, but also for our workplaces and communities.
6.	<a href="#"><u>Cast a wider net: Prioritizing mental health and well-being when the world is out of sorts</u></a>	4/1/2020	Our speakers will present best practices on providing help in times of crisis, keeping employees engaged as day-to-day work environments change, understanding new work challenges, and managing both home and work relationships during these uncertain times.
7.	<a href="#"><u>10 things employers need to know NOW about leave law and coronavirus</u></a>	3/25/2020	Learn the 10 things employers should know now to manage coronavirus-related absences. Our panel of compliance professionals will provide the latest details on the new emergency federal bill, and state agency updates regarding paid leave benefits.
8.			