

## Course Name

## Credits

## Overview

	Course Name	Credits	Overview
1.	<b>Crack in the Foundation: Voluntary Benefits to Improve Well-Being</b>	1	The features and benefits of supplemental health insurance products, and the role they play in protecting financial security for working Americans.
2.	<b>Closing the Gap: A Better Benefit Enrollment Experience</b>	1	A more personalized, multi-channel experience can improve participation and close gaps in financial security, e.g., under-insured, under-saved
3.	<b>Consulting with ASO Dental</b>	1	Understand the difference between fully insured dental and the various ways to use dental Administrative Services Only (ASO).
4.	<b>Family Medical Leave Act Essentials</b>	3	An in-depth training on all aspects of the Family Medical Leave Act, with practical examples of employer mistakes, challenges and best practices.
5.	<b>Solving The Leave Management Puzzle: Challenges &amp; Best Practices</b>	1	Employers are increasingly outsourcing leave administration driven by concerns about compliance, especially among mid-size firms (250-1,000 lives).
6.	<b>Group Disability Contract Essentials</b>	2	This course is designed to help insurance professionals gain a better understanding of the elements that make up a Group Disability contract.
7.	<b>In-Depth Group Long Term Disability Insurance Q&amp;A</b>	2	This course goes beyond the provisions that make up a disability contract, and instead, poses important questions that you should think about when comparing insurance carriers to one another.
8.	<b>Key Concepts of Group Disability Insurance</b>	2	The fundamentals of Group Disability Insurance and critical elements that go beyond what is found in a carrier's contract.
9.	<b>Game-Changer: The Digitalization of Benefits</b>	1	Learn more about how benefits technology is reshaping the future of employee benefits delivery from trends to implications.
10.	<b>Paying for Higher Education in America: College Tuition Benefits</b>	1	Explore the growing college debt crisis in America, consumer trends from Guardian's latest research and benefit solutions.

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11	<b>Let's Talk Paid Family &amp; Medical Leave Laws: Ask the Compliance Experts</b>	1	Learn more about the current and proposed state leave laws as well as updates on Massachusetts, Washington, New York and New Jersey.
12	<b>The Future of Dentistry: Improving America's Oral Health &amp; Wellness</b>	1	Explore topics from Guardian's January 2019 whitepaper of the same name, including trends that are accelerating change in the practice of dentistry and the business of dental benefits
13	<b>What Employees Want</b>	1	Explore how offering more expansive array of benefits can help employers attract and retain talent including a review of latest emerging employee benefits trends.
14	<b>Disability Insurance Plan Essentials: What You Need to Know</b>	1	Explore how to build an effective disability program by understanding the role of plan design and funding, integrations of health management programs and the role of vocational rehab.
15	<b>Risk ReDirect: A Strategy for Reducing Questionable Worker's Compensation Claims</b>	1	Explore using accident and disability insurance products to reduce questionable, workers' compensation claims.
16	<b>Massachusetts Paid Family and Medical Leave: Got Questions? Ask the Experts</b>	1	Explore common FAQs about the new MA PFML program including eligibility, payroll deductions, the exemption process and integration with FMLA
17	<b>NJ &amp; NY Paid Family Leave Laws: Update on 2019/2020 Changes</b>	1	Learn more about the recent changes to the New Jersey and New York's Paid Family Leave Laws and State Disability programs
18	<b>Paid Family Leave Laws: West Coast Update – CA, WA, OR</b>	1	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.
19	<b>Coming into Focus: The Role of Vision Benefits and Eye Care in Health &amp; Wellness</b>	1	Explore the latest trends in vision benefits, and the linkage between eye health and overall wellness
20	<b>Washington, D.C. Paid Family Leave: What You Need to Know Now</b>	1	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.
21	<b>California Consumer Privacy Act: Are You Prepared</b>	1	Learn more about California Consumer Privacy Act (CCPA), including the basics 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.



# HR Professional Development

## Guardian®



## What You Need to Know

1. All courses are approved and eligible for credits in all U.S. states and the District of Columbia (Power Point slides)
2. Instructors do not require certification and are able to deliver courses in all states and D.C.
3. Courses may be delivered in-person or via webinar.
4. Instructors provide attendees with course ID codes at the end of class (codes are included in each PPT presentation).
5. Attendees obtain their professional development credits by entering the code(s) on the SHRM/HRCI website(s).

## Contacts

### Jennifer Lyons

Marketing Manager, Thought Leadership  
(610) 807-6852  
[jennifer\\_lyons@glic.com](mailto:jennifer_lyons@glic.com)

### Gene Lanzoni

AVP Thought Leadership  
(212) 919-2147  
[gene\\_Lanzoni@glic.com](mailto:gene_Lanzoni@glic.com)