



# **The Employee Benefits Answer Book: An Indispensable Guide for Managers and Business Owners**

*Rebecca Mazin*

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This go-to resource contains the most reliable information needed to answer questions about employee benefits that arise in day-to-day business. Complex and ambiguous topics are illustrated with concrete examples that can help make informed, sound decisions, and ultimately, the ability to ask better questions. Written by Rebecca Mazin—an expert in human resource policies and procedures—the book addresses the most commonly asked benefits questions including:

- How many vacation days do employees get?
- What's the difference between a POS and an HSA?
- Is offering check-ups and eye exams enough?
- What's involved in flexible spending accounts?
- What do I need to know about 401(k) and Non-Qualified Plans?
- Do employees expect life insurance and disability?
- From EAP to concierge services, what else do employees want?
- How does COBRA work and what else do I need to do?
- What can employers do to rein in benefits costs?

The book also highlights specific practice examples that are "worth repeating," or "better forgotten," and includes a wide-variety of checklists and charts. The Employee Benefits Answer Book is organized by topic and arranged in a question and answer format making it easy to zero in on a particular subject. Using this important book, employers can create coherent policies based on a clear understanding of all benefits.

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