

*Participate In Person or By Telephone*

Sign up now for the **2007 Health Plan Requirements Update** scheduled on **January 23, 2007**. Cynthia Marcotte Stamer will brief you about the latest new developments and enforcement trends affecting impacting employment based health, wellness, and health savings account arrangements including:

- Updated regulations interpreting rules prohibiting discrimination in eligibility and premiums based on health factors published in December and final HIPAA special enrollment regulations that became effective in 2006;
- The extension of federal mental health parity regulations enacted by Congress in December and new regulations construing these requirements published in November;
- Amendments to the Internal Revenue Code rules enacted by Congress in December and other guidance concerning health savings accounts, health flexible spending accounts, and health care reimbursement accounts;
- New regulations interpreting the medical coverage continuation rights of military reservists;
- The latest HIPAA privacy and security guidance and enforcement practices;
- Rules impacting the use of electronic communications and online enrollment; and
- Other regulatory and judicial developments impacting the design and administration of employment based health and wellness programs.

Ms. Stamer also will share insights and answer participant questions about the use of emerging health plan design products, consumer education strategies, personal health care records, on-sight medical clinics, coordination with cafeteria plans, Medicare, and other benefit programs, and other matters. Participants also will be given the opportunity to ask questions on these and other developments.

The briefing is scheduled to begin promptly at **12:00 p.m. Central Time**, 1:00 p.m. Eastern, 11:00 a.m. Mountain Time, and 10:00 a.m. Pacific Time. Interested persons can participate in person in the Dallas offices of the firm or by telephone. To register for the program online a [cynthiastamer.com](http://cynthiastamer.com) or complete and return the accompanying registration form along with your registration fee via mail.

### **ABOUT MS. STAMER**

Chair of both the Welfare Plan Committee of the American Bar Association (ABA) Real, Property Probate and Trust Section and the ABA Health Law Section's Managed Care and Insurance Interest Group, Ms. Stamer has nearly 20 years experience advising and representing employee benefit, insurance, financial services and other clients to design, document, administer and defend innovative health and other benefit, and compensation, insurance, and risk management programs. The creator of the "Health Plan Administrator's Eligibility Toolkit" and the consumer health care education program, "The Personal Health Care Toolkit," Ms. Stamer regularly works with plan sponsors, fiduciaries, administrators, insurers, and others to develop innovative plan designs and processes to solve problems, manage risks and costs, and maximize health plan performance.

Recognized in the International Who's Who of Professionals and bearing the Martindale Hubble AV-Rating, Ms. Stamer also is a highly regarded author and speaker, who serves in leadership positions in numerous employee benefit, insurance, human resources and health industry professional and civic organizations. For instance, in addition her many leadership roles in the American Bar Association, Ms. Stamer also serves the editorial advisory boards of The Bureau of National Affairs, Inc. (BNA), Employee Benefits Library on CD and various other editorial advisory boards, is a past Chair of the Dallas Bar Association's Executive Compensation and Employee Benefit Committee, is a former Board Member and Continuing Education Chair of the Southwest Benefits Association, a former member of the Society For Human Resources Management's Consultants Forum and Region IV Boards on the Board of Directors of the National Kidney Foundation of North Texas, and in leadership roles in various other

professional, charitable and civil organizations.

Ms Stamer is the author of 100s of publications on a host of employee benefit, human resources, insurance, health care and related issues. Her writings have appeared in a variety of other publications, including works published by the American Bar Association, Aspen Publishers, BNA, the American Health Lawyers Association, and Government Institutes, Inc. and others. For a listing of some of these publications, see [cynthiastamer.com](http://cynthiastamer.com). Her insights on health and other employee benefit and related insurance, health care and other matters also have been quoted in The Wall Street Journal, Business Insurance, the Dallas Morning News, Spencer Publications, Health Leaders, Business Insurance, the Dallas and Houston Business Journals and a host of other publications.

Ms. Stamer received her B.A. from Arizona State University and her J.D. from Loyola Law School in Los Angeles. She is a member of the Texas and Arizona Bars and of the American Bar Association. She is board certified in Labor and Employment Law by the Texas Board of Legal Specialization.

We hope that this information is useful to you. If you have questions about your company's human resources, employee benefit or other operational risks or internal controls practices, or to request publications, information about upcoming programs, or other materials, please contact: Cynthia Marcotte Stamer, P.C., Member, Glast, Phillips & Murray, P.C., 2200 One Galleria Tower, 13355 Noel Road, LB 48, and Dallas, Texas 75240. Telephone (972) 419-7188. E-mail [cstamer@gpm-law.com](mailto:cstamer@gpm-law.com).

For To see a copy of the final regulations or for other helpful resources and information about employee benefits and human resources matters, go to [CynthiaStamer.com](http://CynthiaStamer.com) or contact Ms. Stamer. If you or someone else you know would like to receive future Alerts or announcements about other developments, publications or programs, please be sure that we have your current contact information – including your preferred e-mail – by providing that information to us via telephone, fax or e-mail using the above contact information.

#### IMPORTANT NOTICES REGARDING THIS COMMUNICATION

This publication is provided by Cynthia Marcotte Stamer, P.C. for general informational and educational purposes to clients and other interested persons. Neither its distribution to any party nor any statement or information it contains is intended to or shall be construed as establishing an attorney-client relationship or to constitute legal advice. Readers also are cautioned that the information in this publication may not apply to all situations. Consequently, readers must not rely upon this publication or information it contains as a substitute for competent individualized legal advice about the specific circumstances of the reader. If you have received this publication in error or do not wish to receive these in the future, please notify us of your preferences to the attention of Ms. Stamer via email, fax, regular mail or telephone.

**REMINDER ABOUT ELECTRONIC COMMUNICATION SECURITY:** E-mail and other electronic communication may not be secure unless appropriate encryption methods are used. Therefore, they may present heightened risks of security breaches of the communication. Electronic communications also generally are subject to discovery on the same terms as other communications. Please consider carefully these concerns before communicating by e-mail or other electronic means. If you wish for us to communicate with you by means other than e-mail or wish for us to arrange for encryption of our e-mail communications, please contact us at 972.419.7188.

**IMPORTANT NOTICE REGARDING TRANSMISSIONS OF PROTECTED HEALTH INFORMATION:** Protected Health Information (PHI) is individually identifiable health information. Any PHI contained in this e-mail is intended only for the intended recipient and is disseminated subject to the understanding that all requirements of HIPAA and other applicable laws for this disclosure have been met. If this communication contains PHI, you are receiving this information subject to the obligation to maintain it in a secure and confidential manner. Re-disclosure without additional consent or as permitted by law is prohibited. Unauthorized re-disclosure or failure to maintain confidentiality could subject you to penalties as described in state/federal law. If you are not the intended recipient, you are hereby notified that any disclosure, copying or distribution of this information is strictly prohibited. If you have received this message in error, please notify the sender immediately to arrange for return or destruction.

**ANTISPAM NOTICE:** Pursuant to the CAN-SPAM Act this communication may be considered an advertisement or solicitation. If you would prefer not to receive future marketing and promotional mailings or to provide other directions about the tailoring of messages directed to your attention, please send an email with the word "unsubscribe" in its subject heading to [cstamer@gpm-law.com](mailto:cstamer@gpm-law.com) or otherwise contact us via postal mail to Cynthia Marcotte Stamer, Member, Glast, Phillips, & Murray, P.C., 2200 One Galleria Tower, 13355 Noel Road, L.B. 48, Dallas, Texas, 75240, Attention: Cynthia Marcotte Stamer, P.C.

**CIRCULAR 230 NOTICE:** The following disclaimer is included to comply with and in response to U.S. Treasury Department Circular 230 Regulations. ANY STATEMENTS CONTAINED HEREIN ARE NOT INTENDED OR WRITTEN BY THE WRITER TO BE USED, AND NOTHING CONTAINED HEREIN CAN BE USED BY YOU OR

ANY OTHER PERSON, FOR THE PURPOSE OF (1) AVOIDING PENALTIES THAT MAY BE IMPOSED UNDER FEDERAL TAX LAW, OR (2) PROMOTING, MARKETING OR RECOMMENDING TO ANOTHER PARTY ANY TAX-RELATED TRANSACTION OR MATTER ADDRESSED HEREIN.

**PROGRAM REGISTRATION FORM  
2007 HEALTH PLAN UPDATE  
January 23, 2007**

1:00 p.m. Eastern -12:00 p.m. Central -11:00 a.m. Mountain -10:00 a.m. Pacific

The briefing will be conducted live in the Dallas Offices of Glast, Phillips & Murray, P.C. with registration beginning at 11:30 a.m. Central Time and the briefing commencing promptly at noon Central Time. Parties unable to attend the live briefing can elect through advance registration to participate via telephone. Program handouts will be distributed via e-mail to participants registering in advance the morning of the program. To register, please complete the online registration form at [cynthiastamer.com](http://cynthiastamer.com) or complete and return this program registration form with check or money order in the amount of \$25 no later than 4:00 p.m. Central Time on January 19, 2007. Make checks or money orders payable to: "Cynthia Marcotte Stamer, P.C." and forward your registration form along with your payment to: Glast, Phillips & Murray, P.C., 2200 One Galleria Tower, Suite 2200, 13355 Noel Road, L.B. 48, Dallas, Texas, 75240, Attention: Angela Haack. For additional information, contact Ms. Haack at [ahaack@gpm-law.com](mailto:ahaack@gpm-law.com) or telephone

PLEASE REGISTER ME TO PARTICIPATE: (Check applicable)  the live presentation or  via telephone

Name:

Title:

Organization:

Street Address:

City, State, Zip Code

Telephone:

Fax:

E-mail:

I would be interested in a briefing or other information about:

**REGISTRATION POLICY:** Payment by check or money order and completed registration form must be received at least 48 hours in advance of the program to complete registration. Persons not registered at least 48 hours in advance will only participate subject to space availability. **CANCELLATION POLICY:** In order to receive credit, cancellation (either fax or mail) must be received at least 48 hours in advance of the meeting. Refunds will be made by check via first class mail postmarked within 60 days of receipt of written cancellation notice. **DISABILITIES ACCOMMODATION:** If you are an individual with a disability who requires accommodation to participate, please let us know at the time of your registration. **PROFESSIONAL CERTIFICATION OR CONTINUING EDUCATION CREDIT:** Upon request, participants will receive a certificate of participation documenting their participation in the program for use in demonstrating participation for continuing education, licensure or other continuing education credit. If you have special continuing education credit needs that you wish us to consider, please let us know. We are happy to visit with you about our ability to accommodate your request.