



EMPLOYER & OTHER GROUP HEALTH PLAN SPONSORS, INSURERS, ADMINISTRATORS, BROKERS, ADVISORS & CONSULTANTS TO A VIRTUAL BRIEFING ON

## **Making Wellness Programs Work Under New Tri-Agency Final Wellness Regulations**

**Tuesday, June 4, 2013**

**1:00 P.M.-2:00 P.M. Eastern | 12:00 P.M.-1:00 P.M. Central  
11:00 A.M-12:00 P.M. Mountain | 10 A.M-11:00 A.M. Pacific**

Solutions Law Press, Inc. invites employer and other employment-based group health plan sponsors, fiduciaries insurers, administrators, brokers, consultants and others to learn the key details of new Final Wellness Program regulations jointly published May 29, 2013 by the Departments of Health and Human Services, Labor and Treasury (collectively the "Agencies") by participating in an informative and timely virtual briefing on "Making Wellness Programs Work Under New Final Tri-Agency Regulations" on June 4, 2013.

New final wellness program regulations tell employers and insurers how to design health risk assessment and other wellness and disease management tools in their group health plans and policies to incentivize and reward employees and other plan members to better manage their health and help manage health plan costs without violating the HIPAA Portability Rules against group health plan discrimination in premiums or eligibility based on health status.

Participants in this briefing will learn key information about:

- ◆ The final wellness program regulation's requirements for designing HRA and other group health plan wellness and disease management programs that avoid violating HIPAA's prohibition against discrimination based on health factors as "bona fide wellness programs;"
- ◆ How group health plans can take advantage of the option allowed beginning in 2014 to offer greater incentives to plan members to participate in group health plan wellness programs by amendments made under the Patient Protection and Affordable Care Act;
- ◆ How new Omnibus HIPAA Privacy Rules may require group health plans and insurers to update their marketing and other privacy policies, procedures, documentation, vendor agreements and other practices for collecting, using, disclosing and safeguarding "personal health information" and "genetic health information" when administering wellness programs and other group health plan provisions;
- ◆ When the EEOC views wellness programs incentives as potentially violating the Americans With Disabilities Act discrimination exposures under the Equal Employment Opportunity Commission's (EEOC's) current interpretation of the employment discrimination rules of Americans With Disabilities Act (ADA) and GINA; and
- ◆ Other tips for designing legally compliant, effective group health plan disease management and wellness programs.

Ms. Stamer also will take questions from virtual audience participants as time permits.

### **ABOUT THE SPEAKER**



A Fellow in the American College of Employee Benefits Counsel, recognized in International Who's Who, and Board Certified in Labor & Employment Law, attorney and health benefit consultant Cynthia Marcotte Stamer has 25 years experience advising and representing private and public employers, employer and union plan sponsors, employee benefit plans, associations, their fiduciaries, administrators, and vendors, group health, Medicare and Medicaid Advantage, and other insurers, governmental leaders and others on health and other employee benefit, employment, insurance and related matters. A well-known and prolific author and popular speaker Board Certified in Labor & Employment Law, Ms. Stamer presently serves as Co-Chair of the ABA RPTE Section Welfare Plan Committee, Vice Chair of the ABA TIPS Employee Benefit Committee, an ABA Joint Committee on Employee Benefits Representative, an Editorial Advisory Board Member of the Institute of Human Resources (IHR/HR.com), Insurance Thought Leadership.com and Employee Benefit News, and various other publications. With extensive domestic and international regulatory and public policy experience, Ms. Stamer also has worked extensively domestically and internationally on public policy and regulatory advocacy on health and other employee benefits, human resources, insurance, tax, compliance and other matters and representing clients in dealings with the US Congress, Departments of Labor, Treasury, Health & Human Services, as well as state legislatures, attorneys general, insurance and labor departments, and other agencies and regulators. A prolific author and popular speaker, Ms. Stamer regularly authors materials and conducts workshops and professional, management and other training and serves on the faculty and planning committees of a multitude of symposium and other educational programs. See [www.CynthiaStamer.com](http://www.CynthiaStamer.com) for more details.

### **REGISTRATION**

Registration Fee is \$95.00 per person. Registration required for each virtual participant. Payment required via website registration in advance of the program. Payment only accepted via website PayPal. No checks or cash accepted. Participation is limited and available on a first come, first serve basis. Persons not registered at least 24 hours in advance not guaranteed to receive access information or materials prior to commencement of the briefing.

### **EQUIPMENT REQUIREMENTS FOR VIRTUAL BRIEFING PARTICIPATION**

This briefing will be conducted via WebEx over the internet. Participants may have the opportunity to participate via telephone, provided that participants electing to participate may incur added charges for telephone connectivity. Solutions Law Press, Inc. is not responsible for any power or system failures. Solutions Law Press, Inc. also expects to offer the opportunity for individuals unable to participate in the live briefing to listen to a recording of the briefing beginning approximately one week after the program via the Internet by registering, paying the required registration fee and following listening instructions received in response to such registration.

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