



Health Care Reform Workshop

Designed for H.R. Professionals and
Benefit Administrators

This 3-hour workshop will address in detail a few of the key topics for group health plan compliance under health care reform. For each topic, significant time will be devoted to review of the governing principles and their nuances. Examples will be considered to illustrate the impact and operation of the rules. The latest interpretive guidance from the IRS, DOL, and HHS on the covered topics will be discussed.

Code Section 105(h) Nondiscrimination Requirements

This session will examine current guidance on the nondiscrimination requirements under Code Section 105(h) to improve understanding about what types of discrimination are prohibited (and what are not) and how plan design can affect compliance with the nondiscrimination requirements. Specific issues to be addressed include identifying highly compensated employees and nonhighly compensated employees, identifying potentially discriminatory plan features and designs, basic nondiscrimination testing, and the consequences of maintaining a discriminatory plan.

Employer Penalties for Failure to Offer Affordable Essential Health Coverage

This session will examine the employer “play-or-pay” penalties that become effective in 2014 with a view to improving understanding about the scope and calculation of the penalties. Specific issues to be addressed include determining whether an employer is subject, or potentially subject, to the penalties, identifying the employees that must be counted for purposes of calculating the penalties, basic penalty calculations, and plan-design options that may avoid penalty exposure.

Coverage of Dependents to Age 26

This session will examine the requirement to cover dependents to age 26, to improve understanding of certain nuanced issues arising as part of the requirement. Specific issues to be addressed include identifying which dependents are required to be covered, identifying dependents who are permitted to be covered, understanding the conditions that may be placed on dependent coverage (e.g., dependency and support factors), and understanding when dependent coverage may be terminated.

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HEALTH CARE REFORM WORKSHOP

*Designed for H.R. Professionals
and Benefit Administrators*

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Foulston Siefkin LLP is pleased to extend an invitation to join us at the
Health Care Reform Workshop

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Register Online: www.foulston.com/healthcarereform



OR Complete one registration form per attendee and return completed form:



By Mail: Foulston Siefkin LLP
1551 N. Waterfront Pkwy., Suite 100
Wichita, Kansas 67206



By Fax: Attention: Matt Knoblauch 866.790.9482

Workshop Presenter

The Workshop will be led by
Jason Lacey



Jason Lacey
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316.291.9756

Jason Lacey practices primarily in the areas of income taxation, ERISA, employee benefits, and executive compensation. He assists both taxable and tax-exempt employers with a wide variety of employee benefit and executive compensation issues, including design and administration of welfare benefit plans and qualified and nonqualified pension, retirement savings, and deferred compensation plans. He also represents clients with respect to the tax and business aspects of entity formation, tax-advantaged exchanges and reorganizations, and tax controversies, and has significant practice experience in the areas of estate administration, estate and gift taxation, and the federal tax aspects of municipal finance transactions.

COMMENTS FROM A RECENT FOULSTON SIEFKIN HEALTH CARE REFORM WORKSHOP

"Broken down into simple terms and examples given. I've been to multiple Health Care Reform seminars and this was by far the best."

"Timely, and very informative"

"Well organized material - comprehensive"

"Kept audience engaged on a complex issue"

"Speakers helpful in a professional, approachable manner"

Human Resource Certification Institute (HRCI)
This series has been submitted for recertification credit hours toward PHR, GPHR, and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.

WORKSHOP AGENDA:

Tuesday, November 8, 2011

1:00 - 1:50 pm

- Code Section 105(h) Nondiscrimination Requirements

1:50 - 2:00 pm

- Break

2:00 - 2:50 pm

- Employer Penalties for Failure to Offer Affordable Essential Health Coverage

2:50 - 3:00 pm

- Break

3:00 - 3:30 pm

- Coverage of Dependents to Age 26

3:30 - 4:00 pm

- Open Forum, FAQs, and Updates on Breaking Developments

Wednesday, November 9, 2011

8:30 - 9:20 am

- Code Section 105(h) Nondiscrimination Requirements

9:20 - 9:30 am

- Break

9:30 - 10:20 am

- Employer Penalties for Failure to Offer Affordable Essential Health Coverage

10:20 - 10:30 am

- Break

10:30 - 11:00 am

- Coverage of Dependents to Age 26

11:00 - 11:30 am

- Open Forum, FAQs, and Updates on Breaking Developments

Tues, Nov 8th, 2011 Wed, Nov 9th, 2011
1:00-4:00 pm **8:30-11:30 am**

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Enrollment not available for attorneys in private practice without prior approval.