

“Nine-tenths of wisdom  
consists of  
being wise in time.”

– Theodore Roosevelt

## Employer Webinar Series

### ▶ Employer Wellness Programs – Nondiscrimination and Privacy Issues

**Tuesday, Sept. 1, 2009 - 2 p.m. ET / 11 a.m. PT**

Employers are showing increasing interest in improving the overall health of their employees. Doing so is not only in the employees' interest, but can also reduce absenteeism and claims incurred under the employer's health plan. Many vendors are hoping to get in on the action. As they implement wellness programs, however, employers will want to keep in mind the constraints imposed by various federal laws, including the nondiscrimination and privacy provisions of HIPAA, COBRA, the ADA, the ADEA, and ERISA.

These constraints will be summarized in this presentation, along with examples showing what to do and what not to do in this area.

#### MEET THE PRESENTERS

**Gregory L. Ash**, Partner - Spencer Fane Britt & Browne LLP, is a member of the firm's Employee Benefits Group and chair of its ERISA Litigation Group. For more than 15 years Greg's practice has focused exclusively on ERISA and other laws governing employee benefits, including matters affecting pension, profit sharing, ESOP, 401(k), executive compensation and welfare plans.

**Lawrence Jenab**, Associate - Spencer Fane Britt & Browne LLP, Larry is an associate in our Employee Benefits and ERISA Litigation groups. His practice emphasizes ERISA and other aspects of employee benefits law, including tax and fiduciary matters. He also has experience successfully litigating complex ERISA preemption and standing issues.

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**Oct. 6 – Automatic Enrollment in  
401(k) Plans**

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