

# FOR LARGE PUBLIC COMPANY, HODGSON RUSS CREATES COMPREHENSIVE ERISA WELFARE BENEFITS PLAN

A Hodgson Russ team helped a large public company organize and restructure its numerous and complex benefit programs into a single, comprehensive ERISA welfare benefits plan. In this process, our attorneys assisted the client by drafting a consolidated ERISA plan document and summary plan description; providing counsel with respect to the implementation and administration of wellness and smoker cessation initiatives that included advice regarding compliance with HIPAA nondiscrimination rules; and providing counsel with respect to the implementation and administration of a disease management and electronic health record initiative that included advice regarding compliance with federal (i.e., HIPAA) and state law privacy and security laws. We also provided counsel with respect to the implementation and administration of policies and procedures designed to ensure compliance with FMLA, COBRA, the Children's Health Insurance Program Reauthorization Act, the Genetic Information Nondiscrimination Act, the Wellstone-Domenici Mental Health Parity Act, the proposed cafeteria plan regulations, and the Affordable Care Act. Additionally, our attorneys provided a comprehensive review of numerous administrative service agreements related to the client's complex health care program involving disease management and wellness initiatives and electronic health records, and counsel with respect to numerous retiree plan benefit structures.

## **Attorneys**

Michael Flanagan

## **Practices & Industries**

Employee Benefits