

Please join us for a complimentary virtual event

# Health Care Reform: Recent Key Updates from Regulators, including “Full-time Employee” Guidance

Thursday, February 21, 2013

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

Length: 60 minutes

Presented by **Diana Craig** and **Michael L. Schenk** with the Benefits Compliance team at Wells Fargo Insurance Services USA, Inc.

This program is appropriate for individuals who have at least moderate to advanced knowledge of the Patient Protection and Affordable Care Act.

As employers start to analyze the 2014 law changes under the Patient Protection and Affordable Care Act (ACA), they may question who is considered to be a full-time employee for purposes of the employer “play or pay” mandates. This issue is important in determining which employers are even subject to the “play or pay” mandates, as well as which employees may trigger excise tax exposure if the employer does not offer to them group health plan coverage that satisfies certain federal minimum requirements.

This virtual event will review recently released regulatory guidance that provides employers with some helpful, but complicated, safe harbor relief to the ACA’s statutory definition of full-time employee. In addition, it will briefly discuss certain other important employer “play or pay” mandate issues included in those proposed regulations.

This virtual event will be recorded for future playback. To participate in either the live or recorded version, registration is required. We anticipate a significant turnout, so we have set up two rooms in which to view the live event. The rooms will be identical; please register for one or the other (whichever is not full, or closed). Please click on a link below:

[Live Event – Room 1](#) | [Live Event – Room 2](#)

The registration deadline is 12:00 p.m. Eastern on 2/21/13.

[Register for the Recorded Event](#)

The registration deadline is 9:00 a.m. Eastern on 2/22/13. After that, you may register for any available recorded event by [visiting this page](#).

Recertification credit has been requested through HRCI. Please see those details, as well as the presenters’ biographies, on page two.

## Important notes

### Confirmation

After registering for the live event, you should quickly receive an invitation from Wells Fargo Insurance Virtual Events via [invitations@livemeeting.com](mailto:invitations@livemeeting.com). Once you accept the invitation, meeting access details will appear in your electronic calendar. If you do not receive the confirmation, please check your junk mail or spam folder, or contact your IT department to ensure emails pass through in the future, and notify your Wells Fargo representative of the situation. Your registration is not confirmed until you click the “Register” button at the end of the on-line form.

### Accessing the meeting

Participants will need a computer with internet access, the [Microsoft Live Meeting client](#), and a telephone line to participate in the live event. For the replay, an internet connection, speakers and Windows Media Player are required.

*Notice: Microsoft Office Live Meeting will be used to record this meeting. By participating in this event, you agree that your communications may be monitored or recorded during the meeting.*

### Additional information

For more information regarding this and other events, please contact your local Wells Fargo representative or email us at [VirtualEvents@wellsfargo.com](mailto:VirtualEvents@wellsfargo.com).

Together we’ll go far



## About the presenters



### **Diana Craig**

*Benefits Compliance Consultant*

Wells Fargo Insurance Services USA, Inc.

Experienced with a broad range of employee benefits topics, including HIPAA, ERISA, COBRA, and the Patient Protection and Affordable Care Act, Diana assists with the benefits compliance responsibilities in support of the Wells Fargo Insurance professionals in the western half of the United States.

Diana practiced law for six years before joining Wells Fargo Insurance in September, 2008. Previously employed by a national, management-side labor and employment law firm, Diana provided counsel to employers and represented them before governmental agencies and in state and federal courts.

Diana attended the UC Davis School of Law.



### **Michael L. Schenk**

*Benefits Compliance Leader*

Wells Fargo Insurance Services USA, Inc.

Michael is a Benefits Compliance Leader for Wells Fargo Insurance Services USA, Inc. His responsibilities include assisting with the benefits compliance function in support of the Wells Fargo Insurance professionals in the eastern half of the United States with respect to health care reform, ERISA, tax and other benefits compliance needs of customers' health and welfare benefit plans.

Prior to joining Wells Fargo Insurance in June 2009, Michael worked for 12 years in the employee benefits practices of a large national law firm as well as a large Carolinas-based firm. Michael has extensive experience relating to the design, drafting, compliance, and training support for all types of welfare and fringe benefit plans, as well as tax-qualified and nonqualified retirement plans. He is a frequent public speaker on health care reform and various other employee benefits topics.

He obtained his J.D., cum laude, with a concentration in tax, from the Wake Forest University School of Law.

***The presenters do not represent Wells Fargo & Company in a legal capacity.***

## HRCI credit requested

This program has been submitted for 1.0 general recertification credit hour toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Approval status will be communicated with the release of the handouts for this event, on or around February 20, 2013.

For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org).

*The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*

Products and services are offered through Wells Fargo Insurance Services USA, Inc., and Wells Fargo Insurance Services of West Virginia, Inc., non-bank insurance agency affiliates of Wells Fargo & Company.

Products and services are underwritten by unaffiliated insurance companies, except crop and flood insurance which may be underwritten by an affiliate, Rural Community Insurance Company. Some services may require additional fees and may be offered directly through third-party providers. Banking and insurance decisions are made independently and do not influence each other.

©2013 Wells Fargo Insurance Services USA, Inc. All rights reserved.