



For Immediate Release

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Southwest Iowa ECI: "Health Care Reform and Employers: Understanding the Impact"

COUNCIL BLUFFS, IOWA – The comprehensive health care reform legislation signed into law in March 2010 has numerous deadlines that employers will have to satisfy. The Southwest Iowa Employers' Council (ECI) will be hosting an informational session on "Health Care Reform and Employers: Understanding the Impact" on Tuesday October 12, 2010 from 10:30 am to 1:30 pm at Iowa School for the Deaf Lied Center in Council Bluffs. ISD is located at 3501 Harry Langdon Blvd.

Featured speaker will be Susan J. Freed. Susan is a senior shareholder at the Davis Brown Law Firm in Des Moines where she practices in Health Law and Employee Benefits. Susan is a frequent presenter on health law and employee benefit issues including wellness programs, HIPAA, and employee benefit issues. She was a panelist at the Greater Des Moines Partnership's May 5, 2010 What Does Federal Health Care Legislation Mean For Your Business panel. She is also the current Chair of the firm's Health Care Department.

Pre-registration is requested by Friday October 8th to Carol Morgan at 712-242-2131 or carol.morgan@iwd.iowa.gov. There is a registration fee of \$25 to attend; this program has been approved for 2.5 (General) recertification credit hours towards PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). A certificate of attendance will be provided at the training session.

Many of the deadlines in the Patient Protection and Affordable Care Act will take effect as clocks strike midnight at the end of New Years' Eves for many years to come. The PPACA as amended on March 30, 2010 by the Health Care & Education Reconciliation Act of 2010 is the most sweeping legislation to impact employee benefits in more than 35 years. Topics include:

- Overview of Health Care Reform
- The Patient Protection & Affordable Care Act (PPACA)
- Employer Responsibility for Health Insurance Coverage
- Individual Responsibility; Free Choice Vouchers
- Insurance Reforms & Modifications to Current Benefit Plans
- Health Plan Provisions—Applicable to All Group Plans including Plans not Grandfathered In
- 105(h) Nondiscrimination Provisions & Rules
- Deadlines & Chronology of Health Care Provisions: now to 2014
- Penalties for Non-Compliance

Ms Freed has co-authored the Employee Benefits Section of the Iowa Bar Associations' Business Law manual and wrote the Employee Benefit Section for the Iowa Human Resources Manual for the Iowa Association of Business and Industry. She taught a Health Law course at Drake University Law School for four years. Susan earned her law degree with a certificate in health law from DePaul University College of Law in Chicago, Illinois.

All business owners, human resource personnel, managers, line supervisors, attorneys, paralegals, medical professionals, human resource outsourcing companies and accounting firms are invited to attend. Due to the complex nature of this topic, employers are encouraged to send multiple staff.

The Southwest IA Employers' Council is a local employer group supported by Iowa Workforce Development Region 13 including Harrison, Shelby, Pottawattamie, Mills, Cass, Fremont and Page counties, and is part of the statewide Employers' Council of Iowa system. All businesses, including Iowa, Nebraska and Missouri employers are welcome to attend ECI events. This employer's group addresses workforce issues, and provides both educational and networking opportunities for employers and human resource professionals.

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