

Poth Quoted in *Employee Benefit Adviser* Story Titled “ACA Compliance Still Important as Lawmakers Continue Repeal Push”

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Chris Poth, a partner in the Vorys Columbus office, was quoted in an *Employee Benefit Adviser* story about why employers must review operating strategies to ensure they are compliant with the requirements set for the in the Affordable Care Act (ACA).

The story states:

“For example, the deadline for using the new summary of benefits and coverage template is fast approaching, Christine Poth, a partner with the firm Vorys, Sater, Seymour and Pease, said Monday at EBA's Workplace Benefits Summit in Boca Raton, Fla. Issued April of last year, the DOL shortened the SBC to five pages, and added important questions regarding deductibles, out-of-pocket limits and network providers.

‘Make sure you’re making a quick comparison and you’re using the new one,’ she advised. ‘There is a penalty associated with not using the correct template that is coming up.’

Poth also noted changes brought about by the 2016 21st Century Cures Act that’s important for employers. First, it allows for what’s called a qualified small employers health reimbursement rearrangement. The IRS and DOL came out and said stand-alone HRAs are no longer permissible because they violated provisions in the ACA.

The second change was it provided additional marching orders to the IRS, DOL and HHS regarding mental health parity. The result of that regulation is ‘a lot of guidance issued from the tri-agencies,’ she noted, adding that on the DOL’s site, under mental health parity, there are a number of 1-4 page summaries.”

To read the entire story, visit the *Employee Benefit Adviser* [website](#).