

## Vorys Partner Quoted in News Story Titled “Health-Care Law Checkup”

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Jolie N. Havens

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NEWS | 2.3.2014

Jolie Havens, a partner in the firm's health care group, was quoted throughout a *Cincy Magazine* story about the Affordable Care Act's (ACA) employer mandate. The mandate, becomes effective in 2015 and requires employers with 50 or more full-time employees, or their full-time equivalents, to offer health insurance coverage or pay a penalty. According to the story, many employers are still trying to determine what approach to take when it comes to the mandate.

#### The story states:

*“Preparing now and understanding your situation now is critical,” says Jolie Havens, partner in the Vorys, Sater, Seymour & Pease law firm who practices out of its Columbus and Cincinnati offices.*

*“The first thing you have to do is understand what is your size relative to ACA calculations,” she says. “You could have lots of part-timers and far fewer full-time employees and still be within the mandate. That’s important.”*

#### The story also states:

*“Small- and medium-sized employers need to seek out professional expertise when developing their compliance strategy, Havens says.*

*“One of the things I preach is that these are really expensive decisions being made based on what you provide employees and how you comply,” she says.*

*The changes employers face under the ACA are unprecedented, and Havens says most employers are preparing.*

*“I think some employers are hoping it will just go away,” she says. “We will see modifications and changes as we move forward but it won’t disappear completely.”*

To read the entire story, visit the *Cincy Magazine* [website](#).