

Kelly J. Meyers

Partner | Jacksonville

Kelly J. Meyers is a Partner in the Executive Compensation and Employee Benefits Practice of Smith, Gambrell & Russell, LLP.

Ms. Meyers provides practical counsel on all aspects of employer-sponsored health and welfare benefit plan compliance and operation, including:

- Compliance with ERISA, the Affordable Care Act, HIPAA, COBRA and other federal regulations;
- Designing, drafting, reviewing, and assisting in implementation of all types of ERISA health and welfare benefit plans and Internal Revenue Code Section 125 cafeteria plans;
- Analyzing health and welfare plan implications of business acquisitions and reorganizations, including integration of health and welfare plans following such transactions;
- Assisting clients in responding to audits and inquiries conducted by the Internal Revenue Service (IRS), U.S. Department of Labor (DOL), and U.S. Department of Health and Human Services (HHS).
- Conducting internal compliance reviews of health and welfare plan documentation;
- Negotiating administrative services agreements and HIPAA business associate agreements;
- Evaluating ERISA and tax compliance issues related to complex pre-funding arrangements and voluntary employees' beneficiary associations (VEBAs);
- Handling multiple employer welfare arrangements (MEWAs);
- Preparing HIPAA policies and procedures documents and conducting HIPAA training for benefits and human resources personnel; and
- Advising employers on day-to-day administrative questions such as COBRA administration, change in status events, special enrollment rights, wellness program parameters, nondiscrimination requirements and Affordable Care Act compliance and reporting.

Ms. Meyers received her B.S. degree, with honors, from The Florida State University College of Business. She earned her J.D., *magna cum laude*, from the University of Florida Levin College of Law, where she was a member of the *Florida Law Review* and Order of the Coif.



Contact

p: 404-888-8838

p: 904-598-6126

f: 904-598-6226

e: kmeyers@sgrlaw.com

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