

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

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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](#).