Please join the DFW Chapter of ISCEBS on Thursday, April 9th for “Vaping is the New Smoking: Compliance concerns related to tobacco incentives/penalties” at 12:00 pm via webinar.

Tobacco and vaping users impact productivity and health care costs. However, employers often fail to recognize the compliance implications associated with non-tobacco and vaping cessation incentives, as well as the related regulatory penalties. We have all heard the statistics regarding the cost of smokers on an employer-sponsored benefit plan, or directly to employee productivity, but what can you do? This program provides a deep dive into the regulatory constraints placed upon the employer related to smoking and vaping cessation, while taking time to delve into the most common cessation strategies. Based on the speaker’s years of experience on dealing with smoking cessation programming, he will advance some new ideas for smoking cessation you might not have considered.

With a focus on why tobacco incentives and penalties are impactful and a review of the applicable compliance considerations, participants in this session will learn various strategies to adopt, implement and administer a successful vape/smoke-free workplace policy and a complimentary wellbeing program focused on abstinence from vaping and smoking:

- The business case for addressing tobacco and vaping cessation as part of the total rewards strategy;
- How to interpret and apply the most-recent and relevant federal guidance regarding workplace anti-smoking/anti-vaping policies and wellbeing programs, in general;
- Why the plan sponsor must consider the implications of HIPAA, the ACA and the ADA when implementing and administering a smoking or vaping cessation program;
- Specifically, 16 steps to designing a vape/smoke-free workplace in 2020.

DATE: Thursday, April 9, 2020
TIME: 12:00 - 1:00 pm - Presentation
COST: $10 - Webinar
REGISTRATION: Please click here to register. Watch your email for access instructions.
RSVP: By Tuesday, April 7, 2020
QUESTIONS: Please email dfwiscebs@outlook.com.

**SPEAKER**

**JASON SHEFFIELD, JD**

Jason has experience in a broad range of employee benefit matters respecting both retirement and welfare plans. He has worked with clients of all sizes to develop, implement and administer qualified and non-qualified plans. He has represented corporate, institutional and individual clients before several administrative agencies, including the Department of Labor, Internal Revenue Service and the Centers for Medicare & Medicaid Services. Prior to working as a benefits attorney, Jason worked as a litigation consultant, advising on multi-district and complex litigation related to oversight and administration of ERISA-governed benefit plans. He also worked as a lobbyist. Jason received his J.D. from Western New England University School of Law and his B.A. from Georgia State University, magna cum laude. He has spent significant time as a lecturer and instructor on benefits issues.

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