



## **For Immediate Release**

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### **Employers Learn to Maximize Results and Avoid Legal Pitfalls in their Corporate Wellness Initiatives**

Intercare Seminar Helps Employers Design Wellness Programs  
that Comply with Federal and State Regulations

**SAN DIEGO, May 27, 2008** — Corporate wellness programs can enhance employee health and productivity. They can also help curb the rising cost of health care benefits. Corporate wellness initiatives are gaining momentum, but they can potentially backfire on employers if they are not designed and implemented properly. To avoid negative consequences, employers must understand the legal aspects of their wellness programs to ensure they comply with a myriad of federal and state regulations. Human resource professionals from nearly 100 San Diego-based organizations gained new insight into this emerging area of employee benefits at a special seminar hosted by Intercare Insurance Solutions.

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Attendees at the seminar – titled “The Legal Side of Wellness” – discussed everything from trends in corporate wellness and recent legal developments to balancing wellness initiatives with anti-discrimination, privacy and other types of legislation. The session was led by AnnaMary Gannon, attorney and employment law expert with Littler Mendelson. Sessions were offered on Thursday, May 15, at the La Jolla Sheraton in La Jolla, Calif. and on Friday, May 16, at the Crossing at Carlsbad in Carlsbad, Calif.

“The legal implications of wellness initiatives are far reaching, and designing programs that are compliant with current law can be challenging,” said Gannon. “There is a lack of legal precedence in this area, which means there isn’t much to guide employers as they navigate this uncharted territory. But compliance is critical, so employers must be sure they understand and consider compliance issues as part of their program development process.”

Gannon went on to say that “employers must be mindful as they plan their wellness offerings to ensure every worker has a chance to benefit from each program available. For example, if a walking program is developed, the employer needs to think about accommodations necessary to include those who use a wheelchair or require some other form of assistance. The key is to provide flexibility and elasticity in all programs so that everyone can participate.”

“The Legal Side of Wellness” is part of an-ongoing series of complimentary, invitation-only, educational seminars offered by Intercare as part its Wellness University collection. The series is designed to share the most current – and most effective – strategies in benefits management with human resources and other professionals.

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“We are encouraged to see that so many employers are adopting wellness initiatives,” said Mike Barone, president for Intercare. “We know that wellness programs are effective, especially when they are tailored to address the specific disease states most prevalent in the employer’s workforce. Our “Legal Side of Wellness” seminar helps employers avoid potential pitfalls related to employee wellness. It is just one of the many ways we help our clients get the most from the employee benefits they offer.”

### **About Intercare Insurance Solutions**

Intercare Insurance Solutions was founded in 1994 by a group of experienced insurance professionals who set out to establish a company that would bring an innovative approach to insurance brokerage and consulting. As a cutting-edge employee benefits broker, Intercare works with employers of all sizes to design employee benefits programs that improve bottom line results. Intercare uses a value-based approach that can increase employee productivity, satisfaction and retention. Headquartered in San Diego, California, the company provides customized solutions to more than 300 clients. For more information, please visit [www.intercaresolutions.com](http://www.intercaresolutions.com).