



# Flexible Benefits Answer Book 2010 Cumulative Supplement

*Ashley Gillihan*

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**Flexible Benefits Answer Book** includes detailed coverage of today's most important topics and issues, including:

- Health Flexible Spending Accounts
- Health Reimbursement Arrangements
- Health Savings Accounts
- Adoption Assistance Plans
- Transportation Reimbursement Plans
- HIPAA
- COBRA
- ERISA
- And more!


In one, easy-to-use manual, **Flexible Benefits Answer Book** provides answers to all your questions, helping you design successful flexible benefits plans while staying in compliance with the growing number of federal requirements and tax rules that apply to such arrangements.


Highlighted features include:

- The question-and-answer format breaks down complex subject areas into concise units
- Introductory text provides an overview of each subject covered in the questions and answers
- Extensive cross-referencing facilitates research
- The List of Questions helps you immediately locate areas of interest
- Answers contain numerous examples that illustrate specific points

The **Sixth Edition** of **Flexible Benefits Answer Book** has been completely revised to include the most up-to-date developments in the area, including:

- Overview of new federal laws that will impact most flexible benefit plans in 2010, such as the Paul Wellstone and Pete Domenici Mental Health Parity and Addiction Equity Act of 2008, Michelle's Law, privacy and security rules included in the American Reinvestment and Recovery Act, and the Genetic Information Nondiscrimination Act
- Overview of new federal laws that apply to flexible benefit plans in 2009, such as COBRA subsidy rules included in the American Reinvestment and Recovery Act, transit and parking increases included in the American Reinvestment and Recovery Act, the special enrollment rules in the Children's Health Insurance Program Reauthorization Act, and the Medicare secondary reporting requirements included in the Medicare, Medicaid, and SCHIP Extension Act
- New overviews of longstanding traditional laws that impact flexible benefit plans such as Medicare Secondary Payer Rules, Women's Health and Cancer Rights Act, the Newborn and Mother's Health Protection Act, the Uniformed Services Employment and Reemployment Rights Act, and FMLA
- New flowcharts and diagrams that are designed to help you not only understand the various legal requirements but easily apply them as well
- Revised discussions regarding Cafeteria Plans, COBRA, and HIPAA portability

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