



Jason N. Sheffield, JD

Director & Managing Attorney

Health & Benefits Compliance

Relevant Experience/Specialization

Jason joined Willis Towers Watson in 2013 as a senior consultant for the Health and Group Benefits Compliance Practice. He supports the Health and Group Benefits Practice by providing assistance and technical expertise to Willis Towers Watson clients located primarily in the western region.

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. Prior to joining Willis Towers Watson, Jason worked with a national legal practice advising clients on a range of benefit and tax issues. 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 consultant, Jason worked as a litigation consultant, advising on multi-district and complex litigation related to oversight and administration of ERISA-governed benefit plans. He has also worked as a lobbyist, researching the costs and benefits of alternative employee benefit and compensation designs and educating lawmakers and the public on specific issues such as expansion of domestic partner benefits, HIV/AIDS-related employment discrimination, and inclusion of transgender-inclusive employee benefits.

Education and Credentials

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 health and benefits issues.

Most recently, Jason was a guest presenter at the World at Work 2017 National Conference & Expo where he spoke regarding the advent and regulation of value-added benefits such as on-site clinics, telemedicine, and employer-sponsored well-being programs. Last year, Jason was a featured speaker at the Society of Human Resource Professionals' (SHRM) 2016 National Conference & Expo where he spoke regarding recent agency rulemaking related to the administration of work-place wellness programs, as well as voluntary reclassification of independent contractors as wage-withheld employees. He was also a guest speaker at the Employee Benefit Network's (EBN) 2016 National Conference & Expo where he hosted a panel discussion on emerging employee benefits issues and moderated a large-scale total rewards group-based hypothetical exercise he designed titled *The Ins and Outs of Plan Design & Administration*.

Recent Publications

Pirates of the PHI: Identifying and Responding to a Ransomware Attack According to HIPAA Best Practices

Benefits Law Journal

Winter, 2017, Vol. 30 issue 4, p. 26-54

An analysis of the Office for Civil Rights (OCR) best practice methodologies associated with a benefit plan sponsor's defenses against and responses to ransomware and other malware attacks

Winding Down the Business of the US Independent Contractor

Willis Towers Watson

June 8, 2016

DOL brushes off the "suffer or permit to work" standard for application to evaluating independent contractor relationships. Article focuses on evolving trends for analysis of independent contractor relationships.

<http://blog.willis.com/2016/06/winding-down-the-business-of-the-u-s-independent-contractor/>

Commencement of the HIPAA Phase II Audit Program

Willis Towers Watson

April 7, 2016

An overview of the US Office for Civil Rights' Phase II HIPAA Audit Program, along with an easy-to-follow methodology for a HIPAA self-check-up for employer plan sponsors of self-funded group medical plans.

https://www.linkedin.com/lite/external-redirect?url=http%3A%2F%2Fwww%2Ewillis%2Ecom%2Fdocuments%2Fpublications%2Fservices%2Femployee_benefits%2Falert%2520HIPAA%2520Phase%2520II%2Epdf&urlHash=OCBB

Incentivizing a Healthy Workforce: Reducing Costs and Increasing Productivity

Colorado Municipalities Magazine

April 15, 2014

An introduction to health outcomes and wellness in the employer-sponsored health plan context, featuring an overview of HIPAA-specific non-discrimination requirements for wellness plans.

<https://www.cml.org/magazines/>