

Chad DeGroot Highlights Key Wellness Program Risks in Law360

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Laner Muchin Partner **Chad DeGroot** analyzes potential risks involved with wellness programs in *Law360*.

Chad's article, titled "Yale Deal Shows Pitfalls of Penalty-Based Wellness Programs," highlights inherent risks associated with company wellness programs. Based on a 2019 class action in *Kwesell v. Yale University*, plaintiffs accused the university of violating the Americans with Disabilities Act and the Genetic Information Nondiscrimination Act. The recent settlement in this case emphasizes the ongoing risks related to wellness programs that penalize failures to participate.

In his piece, Chad addresses the history of rules relating to wellness programs, current guidance and what employers need to know when sponsoring wellness programs, especially those with any monetary incentives or surcharges involved. He concluded that it is key that employers weigh the potential risks against the potential benefits of these programs.

Click here to read the article in *Law360*.

Chad concentrates his practice on all aspects of employee benefits and executive compensation law, including the design, drafting and administration of qualified and nonqualified retirement plans, health and welfare plans, fringe benefit plans and equity-based compensation arrangements. In addition, Chad advises clients on and prepares employment agreements and service contracts and represents employers

Attorneys

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Practice Areas

Employee Benefits and
Executive Compensation

Health and Welfare Benefit
Plans

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in front of state departments of human rights and the EEOC against discrimination, harassment and retaliation claims.

Firm Profile

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