

## ELVERINE (RENA) F. FELTON

**Counsel** / Atlanta

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### **Elverine "Rena" Felton focuses her legal practice on guiding employers through the design, implementation, and administration of complex employee benefit plans**

Rena also has extensive experience advising clients in all aspects of executive compensation, including negotiating and drafting equity compensation plans and awards, employment/severance agreements, and other compensation arrangements. Clients also turn to Rena for questions on health and welfare matters related to the Affordable Care Act, HIPAA, and COBRA.

Before joining FordHarrison, Rena was an associate director of health and benefits compliance at a leading global advisory, broking, and consulting company. In this role, she regularly advised clients on health and welfare plans and compliance with various relevant federal statutes such as the ACA, ERISA, the Internal Revenue Code, HIPAA, ADA, FMLA and COBRA.

Rena is a frequent speaker on employee benefits compliance issues under ACA, COBRA, HIPAA and ERISA. She has previously served as an adjunct professor at the University of Houston Law Center where she taught an introduction to employee benefits class to 2L, 3L and LL.M. students. Rena has also published articles on employee benefits compliance issues.

### **Representative Experience**

- » Prepared DOL and IRS plan correction program submissions for defined benefit plans.
- » Assisted with corrections for health plan issues.
- » Assisted employers in all industries with analysis and impact under Affordable Care Act and shared responsibility provisions, including classification of employees, racking of hours and employer reporting. Assisted plan sponsors with HIPAA training and compliance. Drafted and amended welfare and retirement plan documents and cafeteria plan documents.
- » Assisted client with plan terminations.

### **EDUCATION**

- » John Marshall Law School (LL.M., 2012)
- » Thurgood Marshall School of Law (J.D., 2006)
- » DePaul University (B.A., 1999)

### **BAR ADMISSIONS**

- » Georgia
- » Texas

- » Counseled employers with analysis and impact under Affordable Care Act and shared responsibility provisions, including classification of employees, racking of hours and employer reporting.
- » Advised publicly traded companies with employee benefits pre-merger planning

## Honors & Awards

- » "Ones to Watch," *Best Lawyers in America* (2023-2024)
- » National Black Lawyers (Atlanta) – Top 100 Lawyer Award, 2019

## Memberships

- » Gate City Bar Association – Member
- » Georgia Association of Black Women Attorneys – Member
- » Atlanta Bar Association – Member
- » Lawyers Club of Atlanta – Member
- » Sister 2 Sister Mentoring Program – Volunteer mentor
- » Houston Lawyers Association (2012-2018) – Past President, former board member and former gala chair

## News & Insights

- » March 26, 2024 - OFCCP Soon To Open Portal for Certification of Compliance
- » March 01, 2024 - 2023 EEO-1 Component 1 Data Collection Deadline Released
- » February 06, 2024 - Pay Equity Update - California Pay Data Reporting and Pay Transparency for Federal Contractors
- » August 17, 2023 - Fourteen Atlanta-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Five Listed in Ones To Watch
- » March 28, 2023 - SECURE 2.0 Requires Major Changes to Retirement Plans and EPCRS

## Events

- » April 25, 2023 - SECURE 2.0 and Hot Topics in Employee Benefits - Complimentary Webinar
- » July 28, 2022 - 2022 Employee Benefit Trends - Complimentary Webinar

## Offices

- » *Atlanta:*  
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