

Snell & Wilmer



Allison B. Bans

Counsel | Phoenix

Tel. 602.382.6512

abans@swlaw.com

Main Bio

Allison Bans practices employee benefits law with a focus on health and welfare plans. Allison drafts, reviews, amends and restates ERISA plans and summary plan descriptions. She regularly helps employers with the Affordable Care Act, COBRA, HIPAA and Mental Health Parity compliance and the design and administration of wellness programs, cafeteria plans and tax favored account based plans (i.e., FSAs, HSAs and HRAs). Allison also assists her clients with DOL investigations and benefits issues as they relate to corporate transactions.

Allison is a contributor to Snell & Wilmer's [SW Benefits Blog](#), which offers analysis and commentary on employee benefits and executive compensation matters.

Education

- The George Washington University Law School (J.D.)
- Yale University (B.A., Political Science)

Professional Memberships & Activities

- American Bar Association
 - Section of Taxation
 - Health Law Section
- Western Pension and Benefits Council, Phoenix Chapter

Representative Presentations & Publications

- "Updated Health and Welfare Fiduciary Obligations" Presenter, Snell & Wilmer Virtual CLE Series (June 13, 2023)
- "[Five Facts About the Annual Gag Clause Prohibition Compliance Attestation](#)," Author, Snell & Wilmer Benefits Blog (June 9, 2023)
- "[High Deductible Health Plan Telehealth Relief, Extended Again!](#)" Author, Snell & Wilmer Benefits Blog (January 24, 2023)
- "The Dobbs Decision: Employee Benefits and Labor and Employment Perspective," Co-Presenter, The Dobbs Ruling: Understanding the Legal Implications in an Evolving Business Environment Webinar (July 27, 2022)

- "First Came the ACA, Then Came the CAA," Presenter, Snell & Wilmer Virtual CLE Series (June 23, 2022)
- "[Group Health Plans Must Provide Free Over-the-Counter COVID-19 Tests Effective January 15, 2022 – Six *Updated* Takeaways](#)," Author, SW Benefits Update (May 19, 2022)
- "[Group Health Plans Must Provide Free Over-the-Counter COVID-19 Tests Effective January 15, 2022 – Six Takeaways](#)," Author, SW Benefits Update (January 19, 2022)
- "[2021 End of Year Plan Sponsor “To Do” List \(Part 4\) Executive Compensation](#)," Co-Author, SW Benefits Update (December 17, 2021)
- "[2021 End of Year Plan Sponsor “To Do” List \(Part 3\) Qualified Retirement Plans](#)," Co-Author, SW Benefits Update (December 6, 2021)
- "[2021 End of Year Plan Sponsor “To Do” List \(Part 2\) Annual Cost of Living Adjustments](#)," Co-Author, SW Benefits Update (November 16, 2021)
- "[2021 End of Year Plan Sponsor “To Do” List \(Part 1\) Health and Welfare](#)," Co-Author, SW Benefits Update (November 8, 2021)
- "[Not All Surprises Are Good – Phase I of the Surprise Billing Rules](#)," Co-Author, SW Benefits Update (August 13, 2021)
- "[2021 Consolidated Appropriations Act Compliance Checklist for Plan Sponsors](#)," Co-Author, SW Benefits Update (March 26, 2021)
- "[COVID-19 and Cafeteria Plans – To Amend or Not to Amend?](#)" Author, SW Benefits Update (June 22, 2020)
- "[Asked and Answered: Agencies Issue FAQ's on COVID-19 Requirements for Group Health Plans](#)," Co-Author, SW Benefits Update (May 7, 2020)
- "[The CARES Act – What Are the Health and Welfare Plan Issues to Consider?](#)" Author, SW Benefits Update (April 1, 2020)
- "[What is the Fate of ACA? No Answers Yet from the Fifth Circuit](#)," Author, Snell & Wilmer Benefits Blog (January 14, 2020)
- "[Must Drug Manufacturer Coupons Count Toward Annual Maximum Out-Of-Pocket Limits? Stay Tuned ...](#)" Author, Snell & Wilmer Benefits Blog (October 10, 2019)
- "[HHS to Start Randomly Selecting Health Plans for HIPAA Compliance - Are You Ready?](#)" Author, Snell & Wilmer Benefits Blog (April 22, 2019)
- "Top 15 Labor & Employment and Employee Benefits Updates," Co-Presenter, SHRM-GP 2019 LLAC Legal Update, Phoenix, AZ (January 17, 2019)
- "Top 20 Labor & Employment and Employee Benefits Updates," Co-Presenter, ATRA Legal Update, Lovitt & Touché, Tempe, AZ (November 8, 2018)
- "Employee Benefits: Selected Health and Welfare Topics," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2017)
- "HIPAA Enforcement and Phase 2 Audits: Are You Ready?" Co-Speaker, Western Pension and Benefits Council Spring Conference (May 2017)
- "Workplace Wellness Programs," Co-Author, D.C. Bar - Tax-Exempt Organizations Alert (September 2015)
- "Wellness Programs: What Every Tax Department Needs to Know," Webinar Co-Speaker, BNA (February 2015)

- "A Tax-Exempt Organization Should Determine Now Whether it will be Subject to Penalties Next Year for Failing to Offer Affordable, Qualified Health Care," Co-Author, D.C. Bar - Tax-Exempt Organizations Alert (June 2014)
- "Health Care Open Enrollment for 2011," Co-Author, Practical Law: The Journal (November 2010)

Community Involvement

- Wills for Heroes Foundation, Volunteer
- Volunteer Lawyers Program

Previous Professional Experience

- Miller & Chevalier, Senior Associate (2013-2016)
- Groom Law Group, Associate (2010-2013)
- Autism Speaks, Legal Extern (2010)

Bar Admissions

- Arizona
- New Jersey
- New York

Court Admissions

- Supreme Court of Arizona
- Supreme Court of New Jersey
- Supreme Court of New York
- United States District Court, District of Arizona