

# Stevens & Lee

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## Charles C. Scheim

Shareholder

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Reading

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## Areas of Focus

### Practice

ERISA, Employee Benefits and Executive Compensation

### Industry

Financial Institutions  
Insurance

Charles concentrates his practice in employee benefits with a particular emphasis on counseling clients on welfare benefit plans, including legal issues with respect to the Affordable Care Act (ACA), COBRA, HIPAA, wellness programs and all aspects of ERISA and the Internal Revenue Code. He also designs executive compensation plans, advises clients on securities law implications of employee benefits matters, and manages employee welfare benefits aspects of mergers and acquisitions. Charles handles a range of matters before the Internal Revenue Service, the U.S. Department of Labor and various state regulatory agencies.

Charles advises hospitals and other health care providers on the design of innovative benefit plans to offer in the employer market and is experienced in designing health insurance benefit products for use by employers of all sizes.

Charles serves as management counsel to several multiemployer health and welfare funds.

Additionally, he guides government contractors through the application of the Service Contract Act and Davis Bacon Act to their employee benefit plans.

Charles also advises health insurance brokers and consultants as to tax and ERISA issues that arise with respect to welfare benefit plans.

Charles often speaks to employer groups about the impact of health care reform on their health plans and businesses. Prior to joining Stevens & Lee, he was Project Planner, Budget Analyst and Material Planner for more than 10 years at a Fortune 500 company. Charles was also a law clerk to the Honorable Peter Paul Olszewski for the Superior Court of Pennsylvania after law school.

## Affiliations

- Berks County Bar Association
- Pennsylvania Bar Association
- American Bar Association

## Education

- St. John's University School of Law, J.D., *cum laude*
- Adelphi University, MBA
- State University of New York at Oswego, B.A.

## Bar Admissions

- Pennsylvania

## Court Admissions

- U.S. District Court for the Middle District of Pennsylvania