

Prepare for Healthcare Reform Speaker Bios

Timothy Ellenwood, CPP | *Senior Manager, SC&H State & Local Tax*

Tim Ellenwood has over 25 years experience in unemployment taxation, payroll reporting and processing. At SC&H, his primary focus is providing employment tax consulting services for companies experiencing mergers, acquisitions, reorganizations or entity conversions.

Prior to joining SC&H, Tim was a principal for Payroll Tax Consulting Group. There he provided employment tax assistance and consultation services, including compliance and reporting associated with corporate transactions, employment tax risk assessments, audit assistance, refund review, penalty and interest abatement, state nonresident withholding, and worker classification.

During his career, Tim was also a Senior Tax Manager for Deloitte Tax LLP. He was responsible for developing the employment tax practice for the central Atlantic and northeast regions addressing technical issues and planning considerations for clients and targets. He designed and implemented employment tax strategies for middle market to Fortune 100 companies including the Federal Government. The strategies included refund recovery, acquisition, merger and re-organization assistance, entity planning, employment tax risk assessments and due diligence assistance. Tim also served as the project manager and subject matter expert for these tax planning initiatives.

As the practice leader of SC&H's Employment Tax Practice, Tim is dedicated to the continued growth and visibility of this unique specialty. He is focused on providing employment tax consulting and compliance services to employers across the country.

Tim is a graduate of the University of Northern Colorado with a B.S. in Business Administration. He is a Certified Payroll Professional and a member of the American Payroll Association.

SC&H Group, LLC
Sparks, Maryland
410.403.1500
tellenwood@scandh.com

Prepare for Healthcare Reform Speaker Bios

Henry A. Smith, III | *Partner, Smith & Downey*

Henry is a partner of Smith & Downey, a law firm with a national practice concentrating in employee benefits, executive compensation, and labor and employment law. Smith & Downey has offices in Baltimore, New York, and Washington.

Henry advises for-profit, tax-exempt, governmental and church-related employers of all sizes, in all industries, and in all areas of the country, concerning the full range of employee benefit and executive compensation issues. Henry also advises individual executives with respect to their employment agreement and executive compensation arrangements. Henry also regularly works with other benefits professionals and other attorneys who require for their clients legal expertise in Henry's practice area.

Henry has been active in various American Bar Association and Maryland State Bar Association committees dealing with employee benefits and executive compensation, and he is a frequent lecturer and panelist at educational programs dealing with those areas. Henry is past Chair of the Maryland State Bar Association's Employee Benefits Committee and past Chair of the Maryland State Bar Association's Tax Section.

Henry is a principal author of Panel Publishers' Nonqualified Deferred Compensation Answer Book and Nonqualified Deferred Compensation Forms and Checklists, and is a contributing author of Panel Publishers' 403(b) Answer Book. From 1997 - 2000, Henry was the author of COBRA Procedures Manual, HIPAA Quarterly and COBRA Quarterly. Henry also has served as an Adjunct Professor of Law in the University of Baltimore Law School's Graduate Tax Program.

Henry received his undergraduate degree, magna cum laude, from Frostburg State College, where he was an Honors graduate in Political Science and Education, received a Masters degree from the Johns Hopkins University, and received his law degree from the University of Maryland School of Law, where he graduated with Honors and was selected to the Order of the Coif. Henry is a member of the Maryland and District of Columbia Bars.

When not practicing law or spending time with his family, Henry plays guitar in The Back Pages Band and serves as Chair of the Surrattsville High School Foundation.

Smith & Downey
Baltimore, Maryland
410.321.9350
hsmith@smithdowney.com

Prepare for Healthcare Reform Speaker Bios

Jonathan Anders | *CEO, WorkforceTactix, Inc.*

Jonathan brings more than 20 years experience in the health care financing and benefits industry. Since 1995, he has led a small group benefits company (Group Insurance Solutions, Inc.) to unprecedented growth, recently undergoing a name change to WorkforceTactix, Inc. This branding signifies the firm's transformation from a local brokerage shop to a regional service leader in the H.R. consultancy industry.

Jonathan also serves as the Chief Operating Officer of IWS, a nationally accredited organization that provides customized health and productivity management programs to employers. With a focus on population risk management, IWS employs technology and informatics to define and support the holistic health needs of the employee population.

Jonathan is the Chairman of the Joint Legislative Committee for both the Maryland Association of Health Underwriters (MAHU) and the National Association of Insurance and Financial Advisors (NAIFA). Anders routinely meets with State delegates to enlighten the lawmakers on the realities of the health care delivery system in Maryland.

WorkforceTactix, Inc.
Sparks, Maryland
443.212.1540
janders@workforcetactix.com