

## People

## Beth Alcalde

Partner, Tax  
Employee Benefits and Executive Compensation  
Member, Executive Committee

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” Beth is outstanding - she provides the highest level of service and is both sophisticated and practical, as well as being a true pleasure to work with.

- *Chambers USA*

A noted employee benefits lawyer, author, and speaker, Beth Alcalde represents Fortune 500 companies and other public and private entities, including those in the hospitality, healthcare, and higher education sectors, throughout the United States. As a leader within the firm, Beth is a longtime member of Akerman’s Board of Directors, and is also a current member of Akerman’s Executive Committee. Previously she chaired the firm’s Professional Development Committee, and served as office managing partner of the firm’s Palm Beach County offices.

Noted in *Chambers USA* as “terrific at coming up with imaginative solutions,” Beth provides counsel on employer-sponsored benefit plans, from compliance with ERISA, the Affordable Care Act, and other federal regulations, to internal audits and benefits-related implications of corporate transactions. She assists clients with single-employer and multiple-employer plans in defending and responding to audits conducted by the Internal Revenue Service (IRS), U.S. Department of Labor (DOL), and U.S. Department of Health and Human Services (HHS). Of particular emphasis, Beth has represented group health plan sponsors and administrators in responding to audits of the quantitative and non-quantitative

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#### Areas of Experience

Employee Benefits and Executive Compensation  
Tax  
Energy and Infrastructure  
Higher Education and Collegiate Athletics  
Hospitality  
Investment Management  
Taxation in Indian Country  
Staffing Law  
Gaming Law

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#### Education

J.D., Harvard Law School, 1999  
B.S., University of Florida, 1996, cum laude

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#### Admissions

#### Bars

Florida

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#### Related Content

Year-End Watch List: Possible Simplification to Employer Group Health Plan Reporting  
December 26, 2024

MHPAEA Final Rule: Clarity on Mental Health Parity?  
September 20, 2024

*Chambers USA* Ranks Akerman Among the Nation’s Best Law Firms in 2024  
June 06, 2024

treatment limitations within their plans, as required by the Mental Health Parity and Addiction Equity Act.

Beth is a contributing author on benefits compliance topics for the Employee Benefits Institute of America and a frequent speaker on employer benefit plan compliance, privacy, and security issues. In addition to *Chambers USA*, she has been recognized as a “Power Leader in Law” and one of the “Top 25 Influential Business Women” by *South Florida Business Journal*.

### Notable Work

**Compliance:** Represents clients in complying with federal laws and regulations affecting their group benefit plans, including ERISA, the Mental Health Parity and Addiction Equity Act, the Affordable Care Act, COBRA, and HIPAA. Reviews 401(K) and health and welfare plans, including cafeteria plans, to satisfy plan documentation, participant disclosure, and government reporting obligations.

**Transactions:** Handles multiple employer welfare arrangements (MEWAs). Represents clients on complex compliance issues related to the benefits-related implications of corporate transactions, including qualified retirement plans. Advises in all areas of employee stock ownership plans, including their formation, implementation, and regulation.

### Published Work and Lectures

- [Health Law Rx Blog, Contributor](#)
- [HR Defense Blog, Contributor](#)
- Connect FAHP Conference, Speaker, “Mental Health Parity Audit and Enforcement Update,” November 17, 2022
- Chief, Speaker, “Annual Open Enrollment Season: Employee Benefit Plan Compliance Trends and Opportunities,” September 13, 2022
- Florida Association of Health Plans, Speaker, “Compliance with Mental Health Parity and Addiction Equity Act Requirements,” April 22, 2022
- Florida Association of Health Plans, Speaker, “Rutledge Decision: ERISA Preemption for Pharmacy Benefit Managers,” January 14, 2022
- Employee Benefits Institute of America, Contributing Author, *ERISA Compliance for Health and Welfare Plans*, Ongoing
- ABA TortSource: Best Practices for Placing Cutting Edge Cyber Insurance, Co-Author, “Legislative Update: ERISA Plan Sponsors – Watch Your Participants’ Data! DOL Issues New Cybersecurity Guidance for Retirement Plans,” Spring 2021
- *Employee Benefit Plan Review*, Co-Author, “Group Health Plan Sponsors Are Getting Serious About Pricing Transparency and Avoiding Surprise Billing – Are You Keeping Up with the Latest Guidance and Phased Enforcement Deadlines?” Volume 75, No. 9, November 2021
- Catholic Mutual Group Employee Benefit Buying Alliance Annual Meeting, Speaker, “2020 Was Not 20/20,” February 10, 2021
- *Employee Benefit Plan Review*, Co-Author, “Top 10 Employee Benefit Plan-Related Tips for Employers in a Time of Coronavirus,” May 11, 2020
- Akerman Webinar, Speaker, “Dealing with COVID-19: Important Legal and Practical Considerations for Employers,” March 20, 2020

- Diversified Administration, Inc., Spring Business Connections, Speaker, “Medical Marijuana: Practical Impact to Benefit Plan Design and Administration,” April 30, 2019
- *Law360*, Co-Author, “Employers Must Note Major Tax Law Changes For 2018,” January 1, 2018
- Employee Benefits Institute of America, Contributing Author, Cafeteria Plan Manual, 2008-2016
- 2016 Spring Business Connection, Speaker, “Compliance and Regulations Regarding Employer/Plan Sponsors,” March 22, 2016
- Akerman Twentieth Annual Labor & Employment Law Seminar, Presenter, “Affordable Care Act – Latest Developments for Employers,” September 2015
- fiCFO Value Add Session, Speaker, “Affordable Care Act Developments and Compliance Strategies,” December 10, 2014
- Florida Hospital Association, Speaker, “Self-Insured Group Health Plans and Other Employer-Based HIPAA Privacy and Security Issues,” April 11, 2014
- Akerman Nineteenth Annual Labor & Employment Law Seminar, Presenter, “Affordable Care Act - What Employers Need to Know,” April 2014
- HR Martin County, Speaker, “Practical Guidance for 2014 Health Care Reform Tasks,” March 19, 2014
- FODIRH RED, Speaker, “Centralization vs. Decentralization of HR Companies with a Presence in the United States: Practical Implications of Health Care Reform,” Madrid, February 5, 2014
- National Society of Certified Healthcare Business Consultants, Speaker, “Health Care Reform Update,” January 14, 2014
- Akerman Eighteenth Annual Labor & Employment Law Seminar, Presenter, “Employee Benefit Plans: Common Compliance Pitfalls and How to Avoid,” April 2013
- South Palm Beach County Bar Association Labor & Employment Law and ERISA Retirement Planning Committees Seminar, Panelist, “The Affordable Care Act: The Supreme Court Spoke, The Election is Over, Now What?,” December 2012
- HR Florida 2010 Conference & Expo: *Hot Topics in the Employee Benefits Compliance World*, August 30, 2010
- Palm Coast Association of Health Underwriters, *The COBRA Subsidy: What You Need to Know*, April 2009
- South Florida Chapter of the International Society of Certified Employee Benefit Specialists, *New Cafeteria Plan Regulations*, September 2008
- Florida Institute of Certified Public Accountants, *Health and Welfare Plans: Major Compliance Issues and Other Potential Liabilities*, October 2007

## Affiliations

- The Florida Bar, Member
- The State Bar of Georgia, Member
- Epilepsy Alliance Florida, Board Chairwoman
- Seizure Dog Scholarship Fund at Epilepsy Florida, Founder
- Palm Beach Dramaworks, Board Member
- Catholic Lawyers’ Guild of the Diocese of Palm Beach
- Martin County Bar Association – Professionalism Committee Chairperson
- Marathon of the Treasure Coast, Sponsor Team Volunteer
- Martin County Little League, Volunteer

- Palm Beach County Bar Association

## Honors and Distinctions

- *Chambers USA*, 2021-2024, Ranked in Florida for Employee Benefits & Executive Compensation
- *Corporate Counsel Magazine*, 2021, Women, Influence, and Power in Law Awards, Recognized for “Innovative Leadership”
- *Daily Business Review*, 2020, Professional Excellence Awards, Recognized as a “Best Mentor”
- *South Florida Business Journal*, 2015, 2017, Listed as a South Florida “Power Leader in Law”
- *South Florida Business Journal*, 2015, Recognized as One of the “Most Influential Business Women”