

Steve Mindy

Partner

Washington, DC Office

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Practices

FOCUS: Employee Benefits and Executive Compensation

Health and Welfare and Fringe Benefit Plan Compliance, Administration and Funding

Litigation

Privacy, Data and Cybersecurity

Transactional Tax Planning

Industries

Health Care

Education

JD, The State University of New York at Buffalo, *magna cum laude*

BA, Nazareth College of Rochester, *magna cum laude*

Bar Admissions

New York

District of Columbia

Steve Mindy not only understands the ins and outs of employee benefit plans, he knows the delicate balance they strike in the overall health of an organization. Clients turn to him for help navigating issues from group health plans, health savings accounts (HSAs), flexible spending accounts (FSAs), to fringe benefits and legal matters from new technology like mobile devices, apps and wearables.

Benefits strategies with an eye on compliance

With his extensive knowledge of the privacy and security laws that impact benefit plans, including HIPAA's privacy and security requirements, Steve frequently helps covered entities and business associates comply with breach and security incident notification requirements under HIPAA and other privacy laws.

Steve combines experience with the latest industry information to assist clients with ERISA's plan-asset rules, trust requirements and prohibited transaction exemptions. Knowing that not all plans are "one size fits all," he advises clients on association health plans (AHPs) and multiple employer welfare arrangements (MEWAs), voluntary employees' beneficiary associations (VEBAs) and union multiemployer plans. As HSAs continue to grow in popularity, he has built a niche practice counseling financial institutions, insurance companies and nonbank trustees on HSA matters.

Steve uses his prior experience as a federal law enforcement officer to assist clients with criminal and civil investigations and audits by the federal and state agencies that regulate benefit plans and data privacy and security.

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Recognitions

- Super Lawyers Rising Stars
 - Washington, DC, 2017–2019

News

- Steve Mindy Profiled in *Law360* (March 29, 2019)
- Katten Builds Its Employee Benefits Practice With New Partner (March 25, 2019)
- Sweeping Federal Disability Claim Regulations Take Effect Sunday (March 30, 2018)
- Ready or Not, New Disability Claims Procedures Took Effect April 1 (March 27, 2018)
- How to Keep HSAs Exempt from ERISA (August 21, 2017)

Publications

- How to Make Sure an HSA Avoids ERISA (September 28, 2017)

Presentations and Events

- Social Security & Medicare: Communication Challenges as Employees Approach Retirement Age (August 14, 2019) | *Presenter*

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- 2019 PLANSPONSOR National Conference (June 5–7, 2019) | *Presenter* | *Regulatory and Legislative Update: The latest on what's in store for HSAs in Washington from initiatives in Congress and at regulatory agencies*
- Business and Legal Resources (July 19, 2018) | *Presenter* | *Association Health Plans: Benefits and Risks under New Final DOL Rule webinar*
- Clear Law Institute (May 21, 2018) | *Presenter* | *New ERISA Disability and Claims Appeal Regulations in Effect after April 1: What to Do Right Now to Comply webinar*
- Business and Legal Resources (January 10, 2018) | *Presenter* | *How to Wrap webinar*
- Strafford (November 28, 2017) | *Presenter* | *HSAs, FSA, HRAs webinar*
- Plansponsor National Conference (June 7–9, 2017) | *Panelist* | *The Role of Health Savings Accounts*