Reinhart

John L. Barlament

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John Barlament is a shareholder and member of Reinhart's Employee Benefits Practice. He practices in all areas of employee benefits law, but with a focus on health and welfare plan matters. He is nationally recognized in this area and works with clients around the country.

He counsels employers, plan fiduciaries, multiemployer plans, pharmacy benefit managers, insurers, insurance brokers, third-party administrators and other plan service providers on a range of employee benefit matters.

His clients rely on him for innovative, proactive strategies related to employee benefit laws, including ERISA, HIPAA, the Affordable Care Act, the Consolidated Appropriations Act, the Mental Health Parity and Addiction Equity Act and others.

John stays at the forefront of industry practices and can confidently translate complex legal concepts into practical, plain-English advice for his clients. He strives to become a trusted legal adviser, developing long-term relationships and a deep understanding of their goals and concerns.

He is a co-author on what many consider the nation's premier manual on the HIPAA privacy and security rules for employee benefit plans: HIPAA Portability, Privacy & Security (Thomson Reuters/EBIA). He is also a co-author on the leading manual on health reimbursement arrangements, health savings accounts and wellness plans: Consumer-Driven Health Care (Thomson Reuters/EBIA).

John frequently presents on an array of employee benefits topics and is recognized as a national leader in these constantly changing areas of law. He has been interviewed by, and quoted in, leading publications, including *The Wall Street Journal*.

Away from the office, John enjoys time with his family and playing golf.

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Education

- J.D., summa cum laude, Duke University School of Law
- B.B.A., summa cum laude, St. Norbert College

Bar Admissions

Wisconsin, Colorado

Practices

- Employee Benefits

Services

- Corporate and Governmental Benefit Plans
- Data Privacy and Cybersecurity
- Mental Health Parity

Matters

- Create Affordable Care Act analysis and strategy for employers
- Prepare written analysis of compliance relating to Mental Health Parity and Addiction Equity Act
- Advise on employee benefit matters in corporate mergers and acquisitions
- Update summary plan descriptions and benefit plan communications
- Negotiate contracts between plan sponsors and health plan vendors
- Lead HIPAA training, based on HIPAA policies and procedures John drafted
- Assist with federal regulator (e.g., DOL, IRS and HHS) audits and investigations
- Advise TPAs and PBMs on state licensing and compliance matters

Honors & Affiliations

Honors

- *Best Lawyers in America*® – Employee Benefits [ERISA] Law (2010 - present)

Affiliations

- State Bar of Wisconsin, Member
- State Bar of Colorado, Member

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- Health Care Administrators Association (HCAA) (member)
- International Association of Privacy Professionals (former member)
- International Foundation of Employee Benefit Plans (member)
- American Benefits Council (member)

Presentations

- John has led hundreds of presentations and web seminars in his career.

Publications

- HIPAA Portability, Privacy & Security (Thomson Reuters/EBIA)
- Consumer-Driven Health Care (Thomson Reuters/EBIA)

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