



## **Justin P. Musil** Shareholder

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Justin Musil is a shareholder in Reinhart's Employee Benefits Practice and a founding member of the firm's Data Privacy and Cybersecurity Group, where he is a "go-to" authority in this area. An Army veteran, Justin is passionate about helping others and uses his experience and pursuit of professional certifications to provide effective solutions to clients. Justin is thorough, detail-oriented and energetic in his desire to serve the unique needs of each client. He takes ownership of their issues and tenaciously pursues their goals.

Justin advises Taft-Hartley multiemployer and corporate health and retirement plan clients on a variety of legal issues, including regulatory compliance, plan administration, and fiduciary due diligence. He also leverages his considerable HIPAA experience and knowledge of various privacy and cybersecurity laws to counsel clients on their legal and compliance obligations under those laws. Justin is enthusiastic about staying abreast of the latest regulations and strives to bring "order to the chaos" when advising clients.

As an information privacy and security professional, Justin holds the following credentials from the International Association of Privacy Professionals (IAPP) and the International Information System Security Certification Consortium (ISC2):

- Fellow of Information Privacy (FIP)
- Certified Information Privacy Professional/United States (CIPP/US)
- Certified Information Privacy Manager (CIPM)
- Certified Information Systems Security Professional (CISSP)
- Certified in Cybersecurity (CC)

Prior to pursuing a law degree, Justin served for five years on active duty in the U.S. Army as a non-commissioned officer and communications specialist. He worked with government agency officials on national security issues



and advised host-nation personnel on force protection and military operations. His Army experience helping foreign nations solve complex issues sparked a life-long desire to help others in need.

Justin is a certified strength and conditioning coach and enjoys staying fit and spending time with his wife and three children.

## Education

- J.D., University of Wisconsin Law School
- B.S., University of Wisconsin-Madison

## Bar Admissions

Wisconsin

## Practices

- Employee Benefits

## Services

- Data Privacy and Cybersecurity
- Multiemployer Plan (Taft-Hartley)
- Corporate and Governmental Benefit Plans

## Matters

- Advising plans and fiduciaries on IRS and DOL regulatory compliance
- Assisting plan sponsors, insurers and plan personnel with HIPAA and cybersecurity compliance
- Reviewing and negotiating service provider contracts
- Preparing and updating plan policies and procedures
- Advising clients on issues relating to qualified domestic relations orders (QDROs)

## Honors & Affiliations

Honors

- "Ones to Watch" by *Best Lawyers in America* (2022, 2021)

Affiliations

- Greater Milwaukee Employee Benefits Council (GMEBC), Board Member



- Milwaukee Bar Association
- State Bar of Wisconsin
- Wisconsin Retirement Plan Professionals, LTD
- International Association of Privacy Professionals (IAPP)
- International Information System Security Certification Consortium (ISC2)

## Presentations

- Presenter, "Legal and Compliance Update: Data Privacy and Cybersecurity for Employee Benefit Plans" Greater Milwaukee Employee Benefits Council (June 2021)
- Presenter, "Privacy and Cybersecurity Considerations in Remote Work Environments – Employee Benefits and Beyond" Milwaukee Bar Association (January 2021)
- Presenter, "Protecting Participant Data – Part II" Fraud Prevention Institute for Employee Benefit Plans, Chicago, IL (July 2017)
- Panelist, Fraud Prevention Institute for Employee Benefit Plans, Chicago IL (July 2017)

## Publications

- "[Data Privacy Takes Center Stage](#)," quoted, In Business Madison (February 8, 2023)
- Author, "Conducting a Cybersecurity Compliance Review: A How-To-Guide," *Benefits Magazine* (July/August 2022)
- Contributor, "HIPAA Privacy Preemption Matrix – Payer Perspective" HIPAA Collaborative of Wisconsin (HIPAA COW)