



Katherine R. Kratcha Shareholder

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Katherine Kratcha is a shareholder in the firm's Employee Benefits Practice, where she excels in helping clients make practical decisions while navigating complex regulations. She specializes in health and welfare plans, partnering with her clients to answer compliance questions, review contracts, draft amendments and plan documents and devise strategies for best outcomes. She has broad experience with the federal laws that apply to these plans, including the Affordable Care Act, the Mental Health Parity and Addiction Equity Act, COBRA, HIPAA and other laws that affect employee benefit plans (the Internal Revenue Code, Medicare, FMLA, ADA, etc.).

Katie's clients include large corporate self-funded benefit plans, Taft-Hartley multiemployer plans, government benefit plan sponsors, small companies and nonprofits. Her experience with qualified retirement plans includes advising on employee stock ownership plans, other defined contribution plans such as 401(k) plans, and pension plans.

She's authentic and personable, able to explain complex regulations in clear, concise language and present actionable options.

Katie enjoys mountain biking, cross-country skiing and spending time with her family.

Education

- J.D., cum laude, University of Wisconsin Law School
- B.A., with distinction, University of Wisconsin-Madison

Bar Admissions

Wisconsin

Practices

- Employee Benefits



Services

- Corporate and Governmental Benefit Plans
- Multiemployer Plan (Taft-Hartley)
- Health and Welfare Plans
- Qualified Retirement Plans
- Mental Health Parity

Honors & Affiliations

Affiliations

- Director, Greater Milwaukee Employee Benefits Council (GMEBC)
- Milwaukee Bar Association
- Wisconsin Bar Association
- Eastern District of Wisconsin Bar Association
- American Bar Association

Presentations

- "Legal Update: Looking back on 2022 and ahead to 2023," 2022 Legal Update, Milwaukee Chapter Annual Meeting, International Society of Certified Employee Benefit Specialists (ISCEBS) (December 1, 2022)
- "Vendor Breach: How to Protect Your Fund when Someone Else Controls the Data," International Foundation of Employee Benefit Plans (IFEBC) Annual Conference (October 2022)
- "Cybersecurity: Part I," International Foundation of Employee Benefit Plans (IFEBC) Advanced Trustees & Administrators Institute (February and June 2022)
- "Cybersecurity: Part II," International Foundation of Employee Benefit Plans (IFEBC) Advanced Trustees & Administrators Institute (February and June 2022)
- "Transparency and Surprise Billing" GMEBC Webinar (May 2022)

Publications

- Co-author, [Risks Abound: Safeguarding Health Plan Data](#), *Benefits Magazine*, International Foundation of Employee Benefit Plans (IFEBC) (November/December 2023)
- Co-author, [Families First Coronavirus Response Act: Impact on Employers and Plan Sponsors](#), *Benefits Magazine*, International Foundation of Employee Benefit Plans (IFEBC) (May 2020)