



## **Stacie M. Kalmer** Shareholder

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Stacie Kalmer is a shareholder in Reinhart's Employee Benefits Practice, where she works to cut through the theoretical and provide real, concrete action steps that help clients meet their goals. In this heavily regulated area of law, her extensive knowledge of the Affordable Care Act (ACA) is especially valuable. Stacie focuses her practice on advising Taft-Hartley multiemployer plans, but also works closely with single-employer, corporate clients on an array of employee benefit plan issues. She counsels clients on employee plan design, compliance and administration, and advises plan fiduciaries on fiduciary compliance and corporate governance issues.

Her clients span the nation and include retail sectors, food industries and the building and construction trades. Stacie is proactive when partnering with clients, keeping them current on regulation changes, explaining the business implications and ensuring they remain in compliance. She enjoys working with her clients and collaborating with teams across Reinhart to uncover the best, most creative solutions.

Outside of the office, Stacie is a frequent presenter on ever-evolving legislative developments. She has two young children and enjoys traveling, going to the theater and reading.

## **Education**

- J.D., magna cum laude, Marquette University Law School (Articles Editor, Marquette Law Review)
- B.A., University of Wisconsin-Madison

## **Bar Admissions**

Wisconsin

## **Practices**

- Employee Benefits



## Services

- Corporate and Governmental Benefit Plans
- Multiemployer Plan (Taft-Hartley)
- Affordable Care Act
- Cafeteria Plans and Fringe Benefits
- Employee Benefits Plans in Mergers and Acquisitions
- Health and Welfare Plans
- Qualified Retirement Plans
- Mental Health Parity

## Matters

- Advises clients on regulatory compliance and planning, including the ACA, the Consolidated Appropriations Act, and Mental Health Parity and Addiction Equity Act
- Drafts summary plan descriptions and other plan documents
- Counsels Taft-Hartley multiemployer health plans on mergers and consolidations
- Provides fiduciary and HIPAA training
- Advises on issues relating to qualified domestic relations orders (QDROS)
- Consults on retirement and welfare plan design issues
- Prepares correction program filings
- Assists clients with U.S. Department of Labor and IRS audits
- Contracts and negotiates service provider agreements
- Conducts employee benefits due diligence as a part of corporate transactions

## Honors & Affiliations

- Wisconsin Bar Association
- Milwaukee Bar Association
- Marquette Law Review (Articles editor)
- The Greater Milwaukee Employer Benefits Council (GMEBC)
- Wisconsin Retirement Plan Professionals, Ltd (WRPPL)

- International Foundation of Employee Benefit Plans (IFEBC)

## Presentations

- "CAA and Transparency—What's Left to Do?," 2023 Annual Conference, International Foundation of Employee Benefit Plans
- "Grandfathered Status Under ACA: Is it Worth Keeping?," 2022 Annual Conference, International Foundation of Employee Benefit Plans
- "Grandfathered Status - Is it Worth Keeping?," 2022 Health Care Management Conference, International Foundation of Employee Benefit Plans
- "Implementation Questions Related to New Legislation," 2020 Annual Conference, International Foundation of Employee Benefit Plans
- "So You Think You're a Grandfathered Plan," 2019 Annual Conference, International Foundation of Employee Benefit Plans
- "Advanced Issues and Negotiations with Health Care Providers," 2018 Annual Conference, International Foundation of Employee Benefit Plans
- "ACA Reporting Obligations for Participating Employers," 2015 Michigan United Food and Commercial Workers Unions and Employers Health and Welfare Plan
- "ACA Compliance for Affiliated and Related Employers," 2015 Milwaukee Bar Association
- "Navigating the ACA When You Have Union and Non-Union Employees," 2014 Wisconsin Chapter of the National Electrical Contractors Association, Associated General Contractors of Wisconsin and AGC of Michigan
- "Health Cost Budgeting Challenges for 2014," 2014 MRA
- "The Fall of DOMA: Impact of US v Windsor and Health Care Reform: Looking Ahead to 2014," 2013 Society for Human Resource Management
- "Health Care Reform: Looking Ahead to 2014," 2013 Ozaukee Bar Association
- "Health Care Reform: 2012 Update," 2012 Milwaukee Bar Association

## Publications

- "Is Retaining Grandfathered Status Still Worth It?," co-author, *Benefits Magazine* (August 2021)
- "[Families First Coronavirus Response Act: Impact on Employers and Plan Sponsors](#)," co-author, *Benefits Magazine* (May 2020)



- "HRAs: New Opportunities for Plan Sponsors?," author, *Benefits Magazine* (August 2019)
- "ACA Section 1557: More Than Just Transgender Benefits," author, *Employee Relations Law Journal* (Vol. 42, No. 4, Spring 2017)