



Steve Mindy

Partner

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Practices

FOCUS: Employee Benefits and Executive Compensation

Transactional Tax Planning

Litigation

Design, Documentation and Funding Welfare Benefits

Industries

Health Care

Recognition

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

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

Steven Mindy focuses his practice on employee benefit plan counseling and ERISA litigation related to health and welfare benefits. He works extensively on issues related to group health plans, wellness programs, health savings accounts (HSAs), flexible spending accounts (FSAs) and transportation fringe benefits, including the laws applicable to plans and their service providers when using new technology like mobile devices, apps and wearables.

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

Steven also has deep experience with ERISA's plan-asset rules, trust requirements and prohibited transaction exemptions. He advises on issues related to association health plans (AHPs) and multiple employer welfare arrangements (MEWAs), voluntary employees' beneficiary associations (VEBAs), and union multiemployer plans. He also has a niche practice counseling financial institutions, insurance companies and nonbank trustees on HSA matters. Steven 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.

Articles

- Author, How to Make Sure an HSA Avoids ERISA, *Tax Insider* (September 28, 2017)

Speaking Engagements & Presentations

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



- Panelist | The Role of Health Savings Accounts | Plansponsor National Conference (June 7–9, 2017)