



Julie LaVille Hamlet

Shareholder

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Julie concentrates in employee benefits and health care law. She helps clients to navigate complex compliance challenges while furthering their business goals. Specifically, she focuses her practice on:

Employee Benefits Law

- Assisting with the design, maintenance, and implementation of qualified retirement plans (such as 401(k) plans, defined benefit plans, and 403(b) plans) and welfare benefit plans (such as group health plans, VEBAs, MEWAs, cafeteria plans and group benefit plans) to ensure compliance with ERISA and IRS requirements.
- Advising group health plan sponsors regarding compliance with health care reform, COBRA, HIPAA, and other relevant laws.
- Facilitating the correction of benefit plan operational errors under formal IRS and DOL correction programs.
- Providing guidance to employers regarding benefit plan administration issues, including the review of QDROs and EDROs, analysis of benefit coverage issues, and nondiscrimination testing.

Health Care Law

- Advising healthcare providers on a wide range of regulatory issues, including fraud and abuse laws, HIPAA and other privacy laws, and Medicare and Medicaid regulations.

After earning her undergraduate degree from the University of Notre Dame in mathematics, Julie earned a full tuition scholarship to Saint Louis University School of Law. While in law school, Julie served as the managing editor of the *Saint Louis University Law Journal*, completed a judicial externship with the United States Court of Appeals for the Eighth Circuit and interned with the United States Attorney's Office in St. Louis. Julie graduated *summa cum laude*, earning the highest

PRACTICE AREAS

HIPAA Privacy & Security
Compliance

Cybersecurity and Data Privacy

Employee Benefits

ERISA

Health Care

EDUCATION

Saint Louis University School of Law,
J.D., 2014, *summa cum laude*

University of Notre Dame, B.S.,
2010, *cum laude*, Mathematics

BAR AND COURT ADMISSIONS

Michigan

HONORS & RECOGNITIONS

Best Lawyers in America®
2021-2024 "One to Watch" (Health
Care Law)



overall ranking in 10 courses.

PUBLICATIONS

What You Need to Know About SECURE 2.0, *Foster Swift Business & Tax Law News*, February 23, 2023

Employee Benefits Considerations After Dobbs v. Jackson Women's Health Organization: Foster Swift Highlights Options Available to Employers, *Foster Swift Employee Benefits Law E-blast*, July 7, 2022

House Bill to Lower Prescription Drug Costs, *Foster Swift Health Care Law E-blast*, February 24, 2022

Recent IRS Guidance and Clarification for the COBRA Subsidy Imposed by ARPA, *Foster Swift Business & Tax Law News*, June 3, 2021

The Benefits of Adopting a Pre-Approved Plan, *Foster Swift Business & Tax Law News E-blast*, August 11, 2020

HIPAA Business Associate Agreements - What Are They and When Are They Required?, *Foster Swift Health Care Law News E-blast*, July 29, 2020

Voluntary Closure of Nursing Homes in Michigan, *State Bar of Michigan (SBM) Health Care Law Section*, June 24, 2020

New Safe Harbor Announced for Electronic Disclosures Required by ERISA, *Foster Swift Legal Update E-blast*, June 4, 2020

New Policy Makes it Easier for Municipalities to Terminate Participation in MERS Defined Benefit Plan, *Foster Swift Municipal Law News E-blast*, February 27, 2019

Proposed IRS Regulations Clarify New Rules Relating to Hardship Distributions, *Foster Swift Business & Tax Law News*, November 20, 2018

New Hardship Distribution Rules Take Effect in 2019, *Foster Swift Employment Labor & Benefits News*, October 5, 2018

As Public Pension Plan Funding Continues to Decline, Employers Explore Other Options, *Foster Swift Employment Labor & Benefits News E-blast*, May 30, 2018

Lawyers, Clients Await Direction On ACA Changes - Practitioners Tout Evolving Health Law Practice Area, *Michigan Lawyers Weekly*, February 27, 2017

Zoning and the Fifth Amendment: When do Zoning Regulations "Go Too Far"?, *Foster Swift Finance, Real Estate and Bankruptcy News*, March 6, 2015

OIG Proposes Revisions to Anti-Kickback Safe Harbors, Beneficiary Inducement Rules and Gainsharing Regulations, October 13, 2014

A Warning Worth a Thousand Words: First Amendment Challenges to the FDA's Graphic Warning Label Requirements, *Saint Louis University Law Journal*, 2013



MEMBERSHIPS & AFFILIATIONS

Legal Affiliations:

- State Bar of Michigan
 - Health Care Law Section

Industry & Professional Associations

- American Health Lawyers Association
- American Benefits Council

Community Activities

- Girls on the Run of Kent and Muskegon Counties, Board Member
- Junior League of Grand Rapids

RECENT BLOG POSTS

BizTech Law Blog

IRS Announces 2024 Cost-of-Living Adjustments for Retirement Plans and for Health and Welfare Benefit Plans

IRS Makes it Easier to Correct Certain Retirement Plan Compliance Issues

2021 Arrives with Additional Flexibility for Flexible Spending Accounts

HIPAA Compliance Considerations During the Pandemic

New Safe Harbor Announced for Electronic Disclosures Required by ERISA

Estate Planning & Elder Law Blog

Residential Care Facilities Must Comply with Recent MDHHS Emergency Order

Health Care Law Blog

Update to CMS Guidance on Shared Health Care Facilities

Significant Changes to Stark Law and Anti-Kickback Statute Finalized

CMS Releases Guidance on Shared Space Arrangements

LARA Issues Changes to Child Care Licensing Rules
