SpencerFane®

Laura L. Fischer

Partner

Contact

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Overview

Laura Fischer dedicates herself to delivering a high level of service to her clients as an experienced employee benefits attorney. She provides guidance to various employee benefit plan sponsors regarding an array of benefit plan matters. Laura is equipped to advise plan sponsors on a variety of compliance issues, including ERISA, HIPAA, COBRA, and various health care reform mandates. With her counsel, clients can more adeptly navigate the complex and ever-changing regulations regarding the administration and distribution of employee benefits.

Laura's practice includes representing plan sponsors of self-funded health plans, retirement plans, multiemployer plans, single-employer plans, and governmental plans. She helps clients design and implement compliance measures issued by an array of federal agencies, including the U.S. Departments of Labor and Health and Human Services, and the IRS.

Education

- University of Cincinnati, 2007 (J.D.)
- Northern Kentucky University, 2003 (B.A.)

Bar Admissions

- Colorado
- Illinois
- Ohio

Court Admissions

- U.S. District Court for the Southern District of Ohio
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the District of Colorado

Distinctions

- *Best Lawyers in America*, Litigation – ERISA, 2026-2027
- *Colorado Super Lawyers,* Rising Star, 2016-2020

Memberships

- Colorado Bar Association
- International Foundation of Employee Benefit Plans

Presentations and Publications

- "New Announcement on MHPAEA Rules May Mislead Employers," *BenefitsPRO*, September 2025
- "Reproductive Healthcare and HIPAA: Key Privacy Protections for Group Health Plans," *HR.com*, November 2024
- "Congress, Regulators Issue Welcome Deadline Relief for Group Health Plans," Society for Human Resource Management (SHRM), January 2023
- "Are We There Yet? Health Plan 'Transparency in Coverage' Deadlines," SHRM, August 2022
- "How the Dobbs Decision Will Impact Benefit Plans and Sponsors," *BenefitsPro*, July 2022
- "Protecting Employee Benefit Plans With Cyber Insurance," *Law360*, July 2018

Related Experience

- Successfully advised multiemployer plan clients through DOL audits with favorable closings.
- Implemented an array of health care reform requirements, including plan amendments, benefit modifications, and compliance notices under the Affordable Care Act and Mental Health Parity and Addiction Equity Act.
- Provided unique HIPAA training to trustees of self-funded health plans and business associates to comply with the HIPAA Omnibus Rule.