



Stephanie Moscetti

Associate

Minneapolis, MN

Tel: 612.607.7066

Fax: 612.607.7100

smoscetti@foxrothschild.com

Stephanie's practice focuses on helping clients design and administer employee benefit programs including flexible benefits plans, health insurance, wellness programs, disability plans, life insurance, fringe benefits and severance plans.

She helps clients, including employers, plan sponsors and third party administrators:

- Draft plan documents, including summary plan descriptions, plan amendments and employee communications.
- Develop retiree medical benefits plans.
- Understand the complex state and federal requirements surrounding Multiple Employer Welfare Arrangements (MEWAs).
- Outsource benefit administration functions.

She also advises clients on compliance with IRS and ERISA requirements in addition to federal laws including:

- Health Insurance Portability and Accountability Act (HIPAA)
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Genetic Information Nondiscrimination Act (GINA)
- Medicare Secondary Payor
- Affordable Care Act (ACA)

Stephanie, who worked in the Employee Benefits Security Administration of the U.S. Department of Labor, also has [extensive knowledge of mental health parity laws and regulations](#) and can help clients gauge the impact of federal health reform plans on their businesses.

Before Fox Rothschild

Prior to joining Fox, Stephanie was responsible for health plan compliance at a Minnesota health insurer and third party administrator. She also served as an Employee Benefits Law Specialist in the Employee Benefits Security Administration at the Department of Labor.

During law school, Stephanie was a legal intern at the Food and Drug Administration and a Paul G. Rogers Memorial Scholar at the National Coalition on Health Care. She was a member and associate editor of the *Catholic University Law Review* and a member of the Health Law Society.

Before enrolling in law school, Stephanie was a graduate intern in the office of a sitting Senator.

Practice Areas

- Employee Benefits & Compensation
- Health Law
- Labor & Employment

Bar Admissions

- Minnesota
- Virginia

Education

- Catholic University of America, Columbus School of Law (J.D., 2013)
- George Washington University (M.P.H., 2010)
 - Health Policy
- Drake University (B.S., 2008)
 - Psychology and Neuroscience

Mental Health Parity

In recent years, changing federal mental health parity laws and regulations have added another layer of complexity to plan sponsors' efforts to provide health insurance coverage.

Stephanie has detailed knowledge of those rules, and helps clients understand their obligations under federal law, comply with required disclosures and design and administer benefits plans that withstand regulators' scrutiny when it comes to providing access to mental health services.

Her thorough knowledge of the law is instrumental in helping clients review service agreements with third party administrators, determine whether prescription drug coverage complies with mental health parity rules and evaluate coverage of services such as residential treatment for compliance.

She assists plan sponsors in evaluating their employee mental health coverage for both quantitative and non-quantitative compliance with the requirements of the federal Mental Health Parity and Addiction Equity Act.

Stephanie previously worked at the Employee Benefits Security Administration of the U.S. Department of Labor where she gained in-depth knowledge of the agency's regulatory approach. She has published a primer on the issue called [Mental Health Parity: A Guide for Compliance](#).

Publications



Winter 2018

Avoiding the Accidental MEWA

For Your Benefit

Fall 2017

Responding to Mental Health Parity Model Disclosure Request Form

For Your Benefit

Spring 2017

Mental Health Parity: A Guide for Compliance

For Your Benefit

Events

Labor & Employment Developments for Long Term Care Providers

November 14, 2017 at 2:00pm – 3:15pm

DoubleTree By Hilton Bloomington

Hosted by: Care Providers of Minnesota Annual Convention & Exposition

Enforcing Mental Health Parity: Litigation and Advocacy Update

June 16, 2017

Hosted by: MinnCLE Health Law Institute