

Lisa M. Rippey

ASSOCIATE

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Lisa helps clients create and maintain effective employee benefits programs. She also assists clients by providing advice on how to administer those plans.

Her practice includes the creation, review, maintenance and regulatory compliance of retirement and welfare benefit plans under ERISA, HIPAA, COBRA, the Internal Revenue Code and the Patient Protection and Affordable Care Act. Lisa also drafts plan documents, SPDs and required plan notices for her clients.

Prior to law school, Lisa gained valuable legal experience working as a paralegal and researcher at several law firms. She gained significant experience assisting lawyers through all phases of a case including discovery, mediation and trial. She has also prepared witnesses, written discovery and pleadings in connection with depositions, hearings and trial. Lisa also assists lawyers in preparing wills, trusts and powers of attorney documents.

While studying law, she served for two years as a teaching assistant for UMKC School of Law's Lawyering Skills Program, where she helped first-year law students gain critical legal research and writing skills.

PRACTICES & INDUSTRIES

Labor, Employment & Benefits

Employee Benefits

ADMISSIONS

Missouri, 2017

EDUCATION

University of Missouri-Kansas City School of Law, J.D., *summa cum laude*, 2017

- *Urban Lawyer*, Articles Editor
- *UMKC Law Review*, Staff Member
- Moot Court Board

Missouri Western State University, Criminal Justice with emphasis in Legal Studies, *summa cum laude*, 2004

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EXPERIENCE

Lisa assists with Form 1095-C Employer Shared Responsibility reporting and responses to the IRS penalty assessments regarding minimum essential coverage.

Lisa conducts benefits-related due diligence on multimillion dollar deals.

Lisa counsels clients on COBRA and various state level mini-COBRA compliance issues.

RECOGNITIONS

Myron E. Sildon Excellence in Estate Planning Award, UMKC School of Law, 2017

UMB Estate Planning Award, UMB Bank, 2017

CALI Excellence for the Future Award: Business Organizations, Estate Planning for Charitable Giving, Lawyering Skills, Tax-Exempt Organizations and Taxation of Business Organizations

PROFESSIONAL & CIVIC ACTIVITIES

The Missouri Bar

Kansas City Metropolitan Bar Association

UMKC Alumni Association

Volunteer Income Tax Assistance (VITA), Site Coordinator, 2015-2017

Kansas City Tax Clinic, 2016

SPEAKING ENGAGEMENTS

New Challenges for HR in 2024- St. Louis
Stinson LLP, 02.06.2024

New Challenges for HR in 2023 – St. Louis
02.02.2023

PUBLICATIONS

Author, "*Sansotta v. Town of Nags Head*," *The Urban Lawyer*, 48 URB. LAW. 209, Winter, 2016

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HHS Supports Reproductive Health Care Privacy by Modifying the HIPAA Privacy Rule

05.23.2024

Annual Limits on Qualified Plans for 2024

11.21.2023

Preparing for the End of the COVID-19 Emergency Declarations: Part II Considerations for COVID-19 Vaccine Coverage

05.10.2023

California Consumer Privacy Act's Employee and Business-to-Business Exemptions Expire Effective January 1, 2023 *How Should Employers Prepare?*

12.16.2022

Annual Limits on Qualified Plans for 2023

10.26.2022

Agencies Issue Additional Guidance Regarding Over-the-Counter COVID-19 Test Coverage

02.09.2022

DOL's ARPA COBRA Subsidy Notices and FAQs: Stay Tuned for More

04.15.2021

CARES Act Allows More Flexibility Regarding Health Care Coverage for Individuals Impacted by COVID-19

03.28.2020

CARES Act Provides Much Needed Retirement Plan-Related Relief for Individuals and Employers Impacted by COVID-19

03.28.2020

REVISED ALERT: IRS and Other Federal Agencies Provide New Guidance on Paid Leave Tax Credits

03.25.2020

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