

John L. Barlament

Partner

John Barlament is a member of the firm's Employee Benefits team. He provides practical assistance to plan fiduciaries, employers, multiemployer plans, insurance brokers, third party administrators, insurers, pharmacy benefit managers and plan service providers on a range of employee benefit matters. John has a particular focus on health and welfare plan matters.

He is an author of what is likely the nation's leading manual on the HIPAA privacy and security rules for employee benefit plans, *HIPAA Portability, Privacy & Security* (Thomson Reuters / EBIA), as well as a leading manual on health reimbursement arrangements and wellness plans, *Consumer-Driven Health Care* (Thomson Reuters / EBIA). He is a frequent national speaker on employee benefit topics.

John is recognized as a national leader in these emerging and constantly changing areas of law. He has been quoted in leading publications including *The Wall Street Journal*, and interviewed by national media including *National Public Radio*, about privacy, data breach and cybersecurity matters.

John has assisted hundreds of employers, plan sponsors and business associates with compliance questions and strategies for the HIPAA Privacy Rule and Security Rule, along with related matters, such as how plan sponsors should safeguard plan-related data.

John serves as the chair of the firm's Health and Welfare Team, a part of the Employee Benefits Team. In that role, John represents employers, third-party administrators, fiduciaries, brokers, and benefit consultants in all aspects of employee benefits law, with an emphasis on health and welfare plan matters. These matters include Affordable Care Act questions; ERISA; COBRA; and mental health parity.

For multiemployer plans, John is one of the few attorneys in the country who has limited his practice to representing multiemployer plans and their trustees on a "sole counsel" basis. That is, in order to ensure consistency in advice among multiemployer plan clients, John does not represent "management trustees" or "labor trustees" -- instead, he represents both, with no bias towards either side.

John prides himself on staying abreast of state-of-the-art industry practices, and translating complex and intersecting areas of law into practical, plain-English advice -- all to help clients efficiently meet the challenges arising from these rapidly changing areas of law.



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Legal Services

- [Employee Benefits](#)
- [Data Privacy & Security](#)
- [Health & Life Sciences](#)
 - [Health Information Technology, Privacy & Security](#)

Education and Honors

- Duke University School of Law (J.D., *summa cum laude*, 1997)
- St. Norbert College (B.B.A., *summa cum laude*, 1994)

Bar Admissions

- Wisconsin
- Colorado

Professional and Civic Activities

- Health Care Administrators Association (HCAA) (member)
- International Association of Privacy Professionals (member)
- International Foundation of Employee Benefit Plans (member)
- American Benefits Council (member)

Professional Recognition

- Listed in *The Best Lawyers in America*[®] (2010–present: Employee Benefits (ERISA) Law)