



Samantha A. Kopacz

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AREAS OF FOCUS

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EDUCATION

- Wayne State University Law School (J.D., 2007)
- New York University (B.A., cum laude, with honors in Economics, 2004)
- Cranbrook Kingswood Upper School (2000)

BAR & COURT ADMISSIONS

- State Bar of Michigan
- U.S. Sixth Circuit Court of Appeals
- U.S. District Court, Eastern & Western Districts of Michigan

EXPERIENCE

Samantha A. Kopacz is a shareholder at Fraser Trebilcock, specializing in employee health and welfare benefits. Sam provides a competitive edge, which started on the college soccer field, to the employee benefits team.

Sam advises her clients on the constantly evolving world of health and welfare benefits to ensure timely legal compliance. She routinely sends clients alerts on benefit changes that could potentially affect their process. Her expertise includes ERISA, HIPAA, PPACA, COBRA, IRC, and other federal laws impacting health and welfare benefits.

Outside of the office, you can find Sam lending her talents to the next successful event for Charlotte's Wings as a member of the Annual Benefit Planning Committee.

Other Professional Experience

- Summer Associate, Fraser Trebilcock Davis & Dunlap, P.C., Summer 2006
- Judicial Intern, U.S. District Court, Eastern District of Michigan, the Honorable Nancy G. Edmunds, Summer 2005

PROFESSIONAL ASSOCIATIONS

- State Bar of Michigan
- Charlotte's Wings Annual Benefit Planning Committee
- Charlotte's Wings Board of Directors (2017-present)
- United States Tennis Association

- Lansing 150 History Committee (2009)
 - Student Attorney in Wayne State University's Small Business & Nonprofit Clinic (2007)
 - Lymphoma Research Foundation (2002-2003)
 - New York University Women's Varsity Soccer Team (2000-2002)
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PUBLICATIONS & PRESENTATIONS

- Author, Soaring Compliance Burdens for Wellness Programs Continue to Emerge: New Guidance Released, Michigan Tax Lawyer (Winter 2017)
 - Presenter, An Update on Wellness Program Guidance, Employee Benefits Committee of the State Bar of Michigan's Taxation Section Meeting (December 2015)
 - Co-Author, Pay or Play Mandate: The Forgotten Employees, Michigan Tax Lawyer (Fall 2013)
 - Co-Author, Impact of Health Care Reform on Group Health Plans - The First Years, Newsletter of the Michigan Health Care Human Resources Association (Winter 2011)
 - Author, Health Care Reform: What Employers Need to Know Now, Fraser Trebilcock News (October 2010)
 - Presenter, Health Care Reform: What Small Employers Need to Know, Holt Alliance Meeting (October 2010)
 - Presenter, Health Care Reform: An Overview of Taxation, Group Health Plan and Administrative Issues, Greater Lansing Estate Planning Council Meeting (October 2010)
 - Co-Author, Health Reform Also Amended the Fair Labor Standards Act, Greater Lansing Business Monthly (August 2010)
 - Presenter, Health Care Reform and its Impact on Group Health Plans!The First Years, Michigan Society of Association Executives 2010 Annual Meeting (July 2010)
 - Author, Impact of Health Care Reform Law on Group Health Plans, Greater Lansing Business Monthly (June 2010)
 - Co-Author, The Latest About the COBRA Subsidy Extension, About.com|A Guide to Human Resources (February 2010)
 - Co-Author, Changes to the Nonprofit Corporation Act Allow For Electronic Communication, Fraser Trebilcock's Law & Business Report (April 2008)
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TESTIMONIALS & CLIENT MATTERS

"I've worked with Samantha Kopacz for about five years in the HIPAA and 125, MER and DCAP nondiscrimination realms. She is very knowledgeable and has a common sense approach to compliance." Û Janet Marsh, Executive Director of Human Resources, Hillsdale College

RELATED BLOG POSTS

- [Tax Reform Offers New Incentive for Employers Providing Paid FMLA Leave](#)
01.30.18
- [Client Alert: DOL Announces April 1, 2018 as Final Applicability Date for Revised ERISA Claims Procedures Related to Disability Benefits](#)
01.24.18
- [UPCOMING DEADLINES: \(1\) Form W-2 Reporting of Employer-Provided Health Coverage; And \(2\) Medicare Part D Notices to CMS](#)
01.16.18