



**PHONE**

202-861-6620

**EMAIL**

[zhoffmann-richards@groom.com](mailto:zhoffmann-richards@groom.com)

**EDUCATION**

Emory University School of Law

JD

Stanford University

BA

**ADMISSIONS**

District of Columbia

Georgia

New York

## Zack Hoffmann-Richards

### Senior Counsel

Zack advises clients on a variety of healthcare matters, providing counsel to plan sponsors, insurers, and third party administrators on a broad array of issues relating to ERISA, COBRA, HIPAA, ACA and MHPAEA.

Zack also advises clients on compliance issues related to wellness programs under HIPAA, ADA, and GINA.

Zack assists employers in designing health plans and supports insurers in designing new products. He also counsels employer plan sponsors and issuers through U.S. Department of Labor investigations and other regulatory actions.

Immediately prior to joining Groom, Zack served as an Associate Director in Willis Towers Watson's Health and Benefits Compliance group where he counseled Fortune 500 companies in the local market as well as nationally on all aspects of employee benefit plan compliance with a focus on health and welfare compliance. He provided technical and strategic advice to clients regarding plan administration, nondiscrimination testing, reporting and disclosure, plan design and governance, with a constant focus on developing solutions that were both compliant and practical to administer.

Prior to Willis Towers Watson, Zack served for more than eight years as a Senior Investigator/ERISA Enforcement Advisor with the U.S. Department of Labor's Employee Benefits Security Administration. In this role, Zack initiated, planned, coordinated, and conducted complex civil and criminal investigations of large and varied employee benefits plans, service providers, Taft-Hartley plans, Employee Stock Ownership Plans, trust departments, and other financial entities holding plan assets and/or providing investment advice to ERISA plan clients. He also investigated allegations of criminal misconduct (including theft or embezzlement from employee benefit plans, false statements, conspiracy, and other applicable provisions of the United States Code) and violations of ERISA, HIPAA, COBRA, and ACA.

## **PREVIOUS EXPERIENCE**

U.S. Department of Labor, Employee Benefits Security Administration – ERISA  
Enforcement Advisor / Senior Investigator

Willis Towers Watson – Associate Director, Health and Benefits Compliance

---

I enjoy delivering individual and practical solutions to help my clients navigate complex legal challenges related to health and welfare benefits in an ever-changing environment.