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**EMAIL**

[elucco@groom.com](mailto:elucco@groom.com)

**EDUCATION**

University of Virginia School of Law  
JD

Yale University  
BA, magna cum laude

**ADMISSIONS**

District of Columbia  
Maryland

## Emily Lucco

### Senior Counsel

Emily advises clients on a variety of health law matters, counseling plan sponsors, insurers, and third party administrators on a broad array of issues relating to ERISA, COBRA, the Affordable Care Act (ACA), and the Mental Health Parity and Addiction Equity Act (MHPAEA).

Emily also advises clients on compliance issues related to wellness programs under HIPAA, the Americans with Disability Act (ADA), and the Genetic Information Nondiscrimination Act (GINA).

Emily represents employers designing health plans as well as insurers designing new products. Recently she has helped insurers conduct internal ACA audits of their business. She has also been involved in helping both employers and insurers defend government investigations.

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### PREVIOUS EXPERIENCE

Judicial Intern, The Honorable Richard J. Leon, United States District Court for the District of Columbia

### HONORS & DISTINCTIONS

- Executive Editor, Virginia Journal of Social Policy & the Law
- American College of Employee Benefits Council's 2012 Sidney M. Perlstadt Memorial Award for article "*Equitable Relief Under ERISA: Where the Court's Interpretation Stands and the Need to Redefine Its Analysis to Reflect the Trust-Law Basis of ERISA*"
- Ones to Watch, *The Best Lawyers in America*, Employee Benefits (ERISA) Law (2024)

I believe that what we do helps people – it helps employees obtain needed benefits and helps employers provide those benefits.