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EDUCATION

University of Virginia School of Law

JD

University of Virginia

BA

ADMISSIONS

District of Columbia

Virginia

Ryan C. Temme

Principal

Ryan Temme's practice includes counseling both health insurers and large plan sponsors on compliance with federal and state laws regulating benefit plans, health insurance, and working regularly with federal and state agencies that regulate benefit plans and insurance.

Ryan brings to bear a deep technical knowledge of the laws that govern employer-sponsored health and welfare arrangements and health insurance coverage, with broad administrative and legislative experience. For example, his practice includes:

Providing advice on compliance with, and defending federal and state audits on, the requirements of the Mental Health Parity and Addiction Equity Act.

Drafting legislative and regulatory proposals to modify the Affordable Care Act (ACA) on behalf of insurers and their trade associations.

Participating in Groom's wide ranging Affordable Care Act compliance audits of health insurers.

Providing advice on the ACA's three premium stabilization programs—reinsurance, risk corridors, and risk adjustment—and the wide range of regulatory, legislative, and judicial developments impacting those programs.

For plan sponsors, Ryan works on all matters of plan design, including drafting plan documents, SPDs, and SMMs. His practice includes issues raised under ERISA, the ACA, the Mental Health Parity and Addiction Equity Act, and COBRA. He has counseled large employers on restructuring retiree medical programs, and transitioning retiree plans to private exchanges. He also defends employers in connection with audits by the Department of Labor.

Ryan is also a member of the firm's Policy and Legislation Group where he leverages his deep legislative experience on behalf of clients by providing technical legislative drafting services, and strategic advice on interacting with the legislative and executive branches.

PREVIOUS EXPERIENCE

- Office of Congressman Jon C. Porter, Deputy Chief of Staff and Legislative Director, 2007-2008
- Office of Congressman John J. Duncan, Jr., Legislative Director, 2005-2007
- Office of Congressman Jon C. Porter, Legislative Assistant, 2003-2005

PROFESSIONAL AFFILIATIONS

- Federal Bar Association: Corporate and Association Counsel Division, Chapter Liaison
- American Bar Association

HONORS & DISTINCTIONS

- Next Generation Partner, *The Legal 500 US*, Healthcare: health insurers (2020, 2021)
 - Rising Star, *The Legal 500 US*, Healthcare: health insurers (2019)
 - Rising Star, *Super Lawyers*, Health Care and Employee Benefits (2017-2020)
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We're a group of lawyers who have the tools, knowledge, and understanding to tackle our clients' most difficult problems.