



Heather M. Mehta

Partner

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St. Louis - 314.335.6815

Heather Mehta's experience in both employee benefits litigation and compliance counseling gives her a broad perspective on the issues all types of employers face when administering benefit plans. She works with clients large and small, as well as tax-exempt organizations such as religiously affiliated hospitals.

When clients have questions about how to administer retirement, welfare, cafeteria or executive compensation plans — whether it's a larger issue resulting from a merger or acquisition or specific to one employee — Heather reviews the plan and the law to determine the correct course. She also helps employers with ERISA and Internal Revenue Code compliance, including the correction of plan operational failures. Heather frequently assists religious employers with benefit questions, including the application of ERISA's "church plan" exemption.

Her benefits litigation experience includes individual benefit claims and ERISA class actions. Heather has defended plan sponsors in suits involving "church plans," forum selection clauses, and ERISA pre-emption. Heather has experience with ERISA appellate work in several federal circuit courts and the United States Supreme Court.

While attending Washington University School of Law, Heather served as an executive articles editor for the *Journal of Law & Policy* and a member of the Jessup International Moot Court team. She interned with Judge Raymond Gruender of the U.S. Court of Appeals for the Eighth Circuit.

Education

- Washington University School of Law (J.D., *magna cum laude*, 2011)
 - Order of the Coif
- Mercy College (M.S., *with distinction*, 2006)
 - Education
- Wake Forest University (B.A., *summa cum laude*, 2001)
 - Phi Beta Kappa

Practices & Industries

- Tax-Exempt Organizations
- Employee Benefits
- Audits & Investigations
- Governmental Plans
- Health & Welfare Plans
- Plan Liabilities & Pitfalls
- Plan Termination & De-Risking
- Qualified Plans
- Health Care
- Private Wealth Services
- Employee Benefits / ERISA
- Employee Benefits & ERISA Litigation
- Health Care & Regulated Industries
- Educational, Religious & Tax-Exempt Organizations

Bar Admissions

- Missouri
- Illinois
- U.S. Supreme Court
- U.S. Court of Appeals, Sixth Circuit
- U.S. Court of Appeals, Seventh Circuit
- U.S. Court of Appeals, Eighth Circuit
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Northern District of Illinois

Professional Affiliations

- American Bar Association
- Bar Association of Metropolitan St. Louis (*Employee Benefits Section, Former Chair*)

Awards & Honors

- Named to *The Best Lawyer in America*®, Health Care Law (2024-2026)
- Named to the *Best Lawyers: Ones to Watch*® in America (2021-2022)
- Named to the Missouri & Kansas Super Lawyers Rising Stars list, Employee Benefits (2017-2021)

Experience

- Represented Advocate Health Care Network before the U.S. Supreme Court in *Advocate Health Care Network et al. v. Stapleton et al.*, a high-profile case involving the interpretation of ERISA's "church plan" definition. The case resulted in a unanimous June 5, 2017, decision in favor of Advocate and two other religiously affiliated hospitals.