



VINCENT | FONTG | HANSEN | LLC



Elizabeth A. Delagardelle

Attorney

330 W. 47th Street, Suite 250
Kansas City, MO 64112
edelagardelle@vfllc.com
Direct Dial: 816.218.0089
Fax: 816.421.5480

Elizabeth's primary practice areas include corporate law, ERISA and other laws governing employee benefits, commercial transactions and health care law. She also assists business clients with employment matters and regulatory issues.

Elizabeth's corporate law practice includes advising clients regarding the creation of business entities as well as counseling clients regarding contractual arrangements involved in the day-to-day management of a business, including the drafting and review of many types of commercial agreements such as employment, consulting, confidentiality, non-competition agreements and other more specialized agreements drafted uniquely for a business. She has also assisted clients with transactions, buy-outs and dissolutions. She provides clients with compliance advice and policy and procedure advice and drafting.

Elizabeth's ERISA and employee benefits practice includes counseling clients on matters related to 401(k) plans, welfare benefit plans, and COBRA and HIPAA compliance. She has assisted clients with issues related to plan administration, fiduciary compliance and navigating the complex and often-changing rules and regulations that govern employee benefit plans. She has advised clients with respect to Department of Labor audits and investigations and has assisted with submissions under the IRS Voluntary Correction program and the Department of Labor delinquent filer program. She has advised clients regarding COBRA obligations and implemented training and documentation programs for group health plan compliance with HIPAA and fiduciary governance best practices. Elizabeth has also advised clients on the creation and operation of equity based compensation arrangements. Elizabeth has negotiated numerous vendor contracts for employee benefits services.

Elizabeth's health care experience includes counseling physicians and other health care providers and facilities on a variety of matters including organizational structure, licensing, health care compliance, including Medicare fraud and abuse issues and reimbursement matters, Stark and anti-kickback analysis and HIPAA compliance.

Professional Experience

- Polsinelli Shughart PC (f/k/a Shughart Thomson & Kilroy, P.C.), Associate 1994 - 1998
- Hallmark Cards, Inc., Senior Attorney 1998 – 2007
- J.P. Morgan Retirement Plan Services, LLC, Assistant General Counsel 2007 - 2008

Education

- Drake University Law School, J.D., 1994

- Order of the Coif honors
- Law Review staff

- University of Iowa, B.A., 1991

Bar Admissions and Memberships

- AV rating by Martindale-Hubbell (highest confidential peer rating for legal abilities and professional standards)
- Member, Missouri Bar
- Member, Kansas City Metropolitan Bar Association
- Member, Association of Women Lawyers