



## **Kathryn Bjornstad Amin**

### **Principal**

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Kathryn Bjornstad Amin is a principal for Groom Law Group, Chartered. Harnessing a client-centric approach, Katie counsels employers, insurers, governmental entities, and plan sponsors on health and welfare benefit planning and design, fringe benefits, and the day-to-day intricacies of compliance and new benefit and product launches. Clients rely on Katie's extensive experience, which encompasses the full range of federal and state laws that impact the administration of health and welfare benefit plans, cafeteria plans, health savings accounts (HSAs), health reimbursement arrangements (HRAs), flexible spending arrangements (FSAs), voluntary employees' beneficiary associations (VEBAs), 401(h) accounts, wellness programs, expatriate coverage, fringe benefits, captive insurance arrangements, and other employee benefit arrangements. Most recently, the COVID-19 pandemic had clients seeking Katie's ongoing guidance on issues related to remote work, new benefit mandates, and employee giving funds. Before joining Groom over a decade ago, she worked at the Internal Revenue Service's Office of Chief Counsel and, to this day, maintains a longstanding interest in keeping clients proactively updated on the implications of evolving tax rules and regulations. She also represents clients in obtaining private letter rulings and in IRS audits. Katie is the co-author of the *COBRA Law and Compliance Guide* (published by LexisNexis) and the *EBIA Consumer-Driven Health Care* treatise (published by Thomson Reuters). She also regularly speaks on employee benefit matters, such as wellness plans, account-based plans, lifestyle spending accounts, and the tax implications of benefits law. Katie's educational experience includes earning her LL.M. degree from Georgetown University Law Center and her J.D. degree, cum laude, from Stetson University College of Law.