

HEATHER MACRE

Pronouns: she/her

Director

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“

Just keep swimming,

-Dory, Finding Nemo & Finding Dory

**HEATHER MACRE**

”

Heather Macre is a director in our litigation department in Phoenix where her work focuses in the areas of business litigation, healthcare and bankruptcy. Her business clients, ranging from huge multinational companies to small business owners rely on her astute counsel for matters including breach of contract, confidentiality issues, business partnership dissolvements and patent

disputes. In the healthcare arena, Heather’s business acumen encompasses all aspects of healthcare agreements, such as hospital recruitment agreements, employment agreements and non-compete covenants, and office-sharing agreements. She also provides professional representation in licensure and disciplinary proceedings, and in matters concerning HIPAA and Stark and False Claims Act compliance. Starting in 2008, when the valley of the sun witnessed firsthand the impacts of the recession and the collapse of the housing marketing, Heather has worked in numerous bankruptcy cases, including litigation asset planning and healthcare

dissolution.

Originally an art history major, Heather’s love of challenges led her to law school at the University of Florida where she paid her way through school by performing as “Belle” from Beauty and the Beast. This creativity defines her work to this day where she likes to try different approaches, looking at her cases as intricate puzzles to be solved for the best outcomes.

An elected official, Heather serves on the Board of Directors for the Central Arizona Water

Conservation. Heather is also the Co-Chief Privacy Officer at Fennemore. Her and her husband, Steven Kruczek, are the proud parents of a young daughter, Dorothy.

# EDUCATION

J.D., University of Florida, Levin College of Law

B.A. University of Florida

# AREAS OF PRACTICE

Business Litigation Health Care

Financial Restructuring

# AWARDS AND HONORS

*Best Lawyers in America®,* Administrative / Regulatory Law, 2024 and 2025

*Best Lawyers in America®,* Bankruptcy and Creditor Debtor Rights, Insolvency and Reorganization Law, Health Care Law, 2020-2025

*Southwest Super Lawyers®,* Bankruptcy: Business 2019-2024

*Southwest Super Lawyers®,* Rising Star, 2014-2016

Nominee, American Bankruptcy Institute 40 Under 40, 2017

Honoree, *Phoenix Business Journal* 40 Under 40, 2015

# ARTICLES AND PRESENTATIONS

Featured, “[Who’s Who in Arizona Healthcare for 2025](https://azbigmedia.com/business/health-care/here-is-whos-who-in-arizona-healthcare-for-2025/),” AZ Big Media, November 19, 2024 Featured, “Opinion: What to know about Central Arizona Water Conservation District

candidates,” AZ Central, October 17, 2024

Featured, “[Who’s Who in Arizona Healthcare for 2024](https://azbigmedia.com/business/health-care/whos-who-in-arizona-healthcare-for-2024/),” AZ Big Media, January 9, 2024

Author, “Big Changes Are Coming to HIPAA Privacy Laws Heading into Summer,” inBusiness, June 1, 2023

Author, “What you should know about recent changes to HIPAA privacy laws,” The Business Journal, May 2, 2023

Author, “What you should know about recent changes to HIPAA privacy laws,” AZ Big Media, May 2, 2023

Interview, “Legal, Healthcare Trends Impacts Arizonans,” Arizona PBS, March 16, 2023

Author, “Legal requirements of senior living residency agreements,” City Sun Times, January 29, 2023

Author, “How to choose an elder care facility,” Ahwatukee Foothill News, September 13, 2022

Author, “Legal Requirements of Senior Living Residency Agreements,” AZ Big Media, July/August 2022

Interview, “What You Need to Know Choosing Elder Care Facility,” Arizona PBS, June 2022

Author, “New No Surprises Act reducing the number of unexpected medical bills,” Phoenix Business Journal, June 22, 2022

Interview, “Attorney Heather Macre explains new surprise billing law,” Arizona PBS, March 28, 2022

Interview, “Outstanding Women in Business 2022: Get to know Heather Macre of Fennemore,” Phoenix Business Journal, March 24, 2022

Quoted, “Introducing PBJ’s 2022 Outstanding Women in Business honorees, Part 2,” The Phoenix Business Journal, February 15, 2022

[Co-author, “OSHA Issues Emergency Temporary Standard for Health Care Employers,”](https://www.fennemorelaw.com/insights/newsletters/2021/osha-issues-emergency-temporary-standard-for-health-care-employers) [Fennemore Client Alert, July 8, 2021](https://www.fennemorelaw.com/insights/newsletters/2021/osha-issues-emergency-temporary-standard-for-health-care-employers)

[Co-author, “Arizona Enacts COVID-19 Liability Protections for Health Professionals,” Fennemore](https://www.fennemorelaw.com/insights/newsletters/2021/arizona-enacts-covid-19-liability-protections-for-health-professionals) [Client Alert, April 22, 2021](https://www.fennemorelaw.com/insights/newsletters/2021/arizona-enacts-covid-19-liability-protections-for-health-professionals)

[Interview, “Always Changing – Always Evolving,” Fennemore Blog, April 8, 2021](https://www.fennemorelaw.com/insights/blogs/2021/always-changing-always-evolving)

Quoted, “Women to Know + Do Business With,” *The KNOW Phoenix*, March 17, 2021

[Quoted, “Let’s Celebrate Random Acts of Kindness Day,” Fennemore Blog, February 18, 2021](https://www.fennemorelaw.com/insights/blogs/2021/let-s-celebrate-random-acts-of-kindness-day) Quoted, “Making Sense of It All: Business, the Law and COVID-19,” *InBusiness*, February 1, 2021

Quoted, “Ducey extends protections for healthcare workers, long-term care questions remain,” ABC 15 Arizona, January 4, 2021

[Author, “Top 10 Tips for Physician Employment Contracts,”](https://www.azpulse.org/top-10-tips-for-physician-employment-contracts/) [*Arizona Pulse*, November 17, 2020](https://www.azpulse.org/top-10-tips-for-physician-employment-contracts/)

Quoted, “Common Misconceptions About HIPAA Can Threaten Patient Safety, Quality of Care,” *Relias Media,* September 1, 2020

[Co-author, “So Who Exactly is Making Decisions Concerning the Elder Care Industry?”](https://www.fennemorelaw.com/insights/newsletters/2020/so-who-exactly-is-making-decisions-concerning-the-elder-care-industry-) [Fennemore Client Alert, August 20, 2020](https://www.fennemorelaw.com/insights/newsletters/2020/so-who-exactly-is-making-decisions-concerning-the-elder-care-industry-)

[Co-author, “When Can We See Grandma? Regulations Governing Visits to Senior Living](https://www.fennemorelaw.com/insights/newsletters/2020/when-can-we-see-grandma-regulations-governing-visits-to-senior-living-facilities) [Facilities,” Fennemore Client Alert, July 27, 2020](https://www.fennemorelaw.com/insights/newsletters/2020/when-can-we-see-grandma-regulations-governing-visits-to-senior-living-facilities)

Quoted, “How to Comply with New Healthcare Interoperability Rules,” *Altexsoft,* July 9, 2020

Quoted, “What New CDC Guidelines Mean for Workplaces as They Reopen,” *Healthline*, June 2, 2020

Quoted, “Elderly patients with COVID-19 allowed to return to nursing homes with guidelines,” ABC 15 Arizona, May 26, 2020

Quoted, “New regulations require reporting of COVID-19 cases in nursing homes,” *Tucson Local Media*, May 20, 2020

[Co-author, “Limitations to Assisted Living and Nursing Home Liability in the Wake of COVID-19](https://www.fennemorelaw.com/insights/newsletters/2020/limitations-to-assisted-living-and-nursing-home-liability-in-the-wake-of-covid-19-and-best-practices-to-avoid-and-defend-against-claims) [and Best Practices to Avoid and Defend Against Claims,” Fennemore Client Alert, May 5, 2020](https://www.fennemorelaw.com/insights/newsletters/2020/limitations-to-assisted-living-and-nursing-home-liability-in-the-wake-of-covid-19-and-best-practices-to-avoid-and-defend-against-claims)

[Co-author, “Recent Actions that Impact the Nursing and Assisted Living Industry,”](https://attorneyatlawmagazine.com/recent-actions-that-impact-the-nursing-and-assisted-living-industry) [*Attorney at*](https://attorneyatlawmagazine.com/recent-actions-that-impact-the-nursing-and-assisted-living-industry)[*Law,*](https://attorneyatlawmagazine.com/recent-actions-that-impact-the-nursing-and-assisted-living-industry)[April 23, 2020](https://attorneyatlawmagazine.com/recent-actions-that-impact-the-nursing-and-assisted-living-industry)

Interview, “COVID-19 in Valley Care Facilities,” ABC 15 Arizona, April 22, 2020

Interview, “Family Calls for Regular Tests at Chandler Nursing Home that had 13 Coronavirus Deaths,” AZFamily.com, April 22, 2020

[Co-author, “Recent Actions that Impact the Nursing and Assisted Living Industry,” Fennemore](https://www.fennemorelaw.com/insights/newsletters/2020/recent-actions-that-impact-the-nursing-and-assisted-living-industry) [Client Alert, April 21, 2020](https://www.fennemorelaw.com/insights/newsletters/2020/recent-actions-that-impact-the-nursing-and-assisted-living-industry)

[Author, “Watch for COVID-19 Scams!” Fennemore Craig Client Alert, April 13,2020](https://www.fennemorelaw.com/insights/newsletters/2020/watch-for-covid-19-scams-)

Quoted, “Billing telehealth under COVID-19 rules? Use POS 02, document need, watch payer shifts,” *Part B News,* March 30, 2020

[Co-author, “COVID-19: Health Plan Coverage For Furloughed Employees,” Fennemore Client](https://www.fennemorelaw.com/insights/newsletters/2020/covid-19-health-plan-coverage-for-furloughed-employees) [Alert, March 26, 2020](https://www.fennemorelaw.com/insights/newsletters/2020/covid-19-health-plan-coverage-for-furloughed-employees)

[Author, “Regulations Relaxed to Allow Increased Telehealth Usage During COVID-19](https://www.fennemorelaw.com/insights/newsletters/2020/regulations-relaxed-to-allow-increased-telehealth-usage-during-covid-19-outbreak) [Outbreak,” Fennemore Client Alert, March 20, 2020](https://www.fennemorelaw.com/insights/newsletters/2020/regulations-relaxed-to-allow-increased-telehealth-usage-during-covid-19-outbreak)

[Author, “Coding COVID-19,”](https://www.azmed.org/news/493275/Coding-for-COVID-19.htm) [*Arizona Medical Association,*](https://www.azmed.org/news/493275/Coding-for-COVID-19.htm)[March 12, 2020](https://www.azmed.org/news/493275/Coding-for-COVID-19.htm)

[Author, “HHS Releases Final Interoperability Rules Intended to Give Patients Direct Access to](https://www.fennemorelaw.com/insights/newsletters/2020/hhs-releases-final-interoperability-rules-intended-to-give-patients-direct-access-to-health-data) [Health Data,” Fennemore Client Alert, March 12, 2020](https://www.fennemorelaw.com/insights/newsletters/2020/hhs-releases-final-interoperability-rules-intended-to-give-patients-direct-access-to-health-data)

[Author, “Coding COVID-19,” Fennemore Client Alert, March 10, 2020](https://www.fennemorelaw.com/insights/newsletters/2020/coding-covid-2019) Author, “Running afoul of Stark,” *Part B News,* January 20, 2020 *Journal of Law and Public Policy*

*Journal of Technology Law and Policy*

# PROFESSIONAL AND COMMUNITY ACTIVITIES

Elected Director, Central Arizona Water Conservation District Board of Directors, 2012 – present Member, Phoenix Suns Charities 88

Member, Arizona Bankruptcy Inn of Court Member, Arizona Charter 100

# ADMISSIONS

Arizona