



HEATHER MACRE

Pronouns: she/her

Director

Business Litigation

Phoenix

P: 602.916.5396

F: 602.916.5596

hmacre@fennemorelaw.com



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 dissolvemments 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 2019-2026
- *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](#)," 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](#)," 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," *Fennemore Client Alert*, July 8, 2021
- Co-author, "Arizona Enacts COVID-19 Liability Protections for Health Professionals," *Fennemore Client Alert*, April 22, 2021
- Interview, "Always Changing – Always Evolving," *Fennemore Blog*, April 8, 2021
- 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
- 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," *Arizona Pulse*, November 17, 2020
- 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?" *Fennemore Client Alert*, August 20, 2020
- Co-author, "When Can We See Grandma? Regulations Governing Visits to Senior Living Facilities," *Fennemore Client Alert*, July 27, 2020
- 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 and Best Practices to Avoid and Defend Against Claims," *Fennemore Client Alert*, May 5, 2020
- Co-author, "Recent Actions that Impact the Nursing and Assisted Living Industry," *Attorney at Law*, April 23, 2020
- 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 Client Alert*, April 21, 2020
- Author, "Watch for COVID-19 Scams!" *Fennemore Craig Client Alert*, April 13, 2020
- 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 Alert*, March 26, 2020

- Author, "Regulations Relaxed to Allow Increased Telehealth Usage During COVID-19 Outbreak," Fennemore Client Alert, March 20, 2020
- Author, "Coding COVID-19," *Arizona Medical Association*, March 12, 2020
- Author, "HHS Releases Final Interoperability Rules Intended to Give Patients Direct Access to Health Data," Fennemore Client Alert, March 12, 2020
- Author, "Coding COVID-19," Fennemore Client Alert, March 10, 2020
- 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