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



HEATHER MACRE

Pronouns: she/her

Director

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“

Just keep swimming,

-Dory, Finding Nemo & Finding Dory

**HEATHER MACRE**

”

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. 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

Author, “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

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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?” Fennemore Client](https://www.fennemorelaw.com/insights/newsletters/2020/so-who-exactly-is-making-decisions-concerning-the-elder-care-industry-) [Alert, August 20, 2020](https://www.fennemorelaw.com/insights/newsletters/2020/so-who-exactly-is-making-decisions-concerning-the-elder-care-industry-)

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[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