

Influential Women Showcase Brittney Anne Avila: Principal Attorney At Haynes Benefits PC

MELISSA, TX, UNITED STATES, August 11, 2026 /EINPresswire.com/ -- Delivering Strategic Employee Benefits Counsel Through ERISA Expertise, Compliance Leadership, and Purpose-Driven Advocacy

Brittney Anne Avila is a Principal Attorney at Haynes Benefits PC, where she leads a highly focused employee benefits practice dedicated to ERISA compliance and complex health and welfare plan matters. Through her work, she provides strategic legal guidance to clients navigating the increasingly complex regulatory environment surrounding employee benefits, helping organizations make informed decisions while maintaining compliance and operational effectiveness.



With extensive experience in employee benefits law, Brittney advises carriers, third-party administrators (TPAs), brokers, and large employers nationwide on a broad range of regulatory and compliance issues. Her practice includes guidance related to multiple employer welfare arrangements (MEWAs), cafeteria plan design and eligibility matters, service agreement review and negotiation, compliance training, document preparation, and Department of Labor audit and interview readiness.

Known for her practical, business-minded approach, Brittney combines technical legal knowledge with an understanding of the real-world challenges organizations face. She works to provide solutions that are not only legally sound but also aligned with the operational goals and needs of her clients.

Brittney's journey into law began at Texas Woman's University, where she initially pursued nursing as her academic focus. Early in her studies, her professors recognized her natural strengths in analysis, communication, and advocacy and encouraged her to consider a different path. Inspired by those conversations, Brittney shifted her direction toward legal studies and ultimately earned a Bachelor of Science in Government and Legal Studies, graduating magna cum laude.

After completing her undergraduate degree, Brittney prepared for and took the Law School Admissions Test, receiving acceptance into multiple Texas law schools. She chose Texas Tech University School of Law, where she earned her Juris Doctor degree with a Health Law concentration from 2013 to 2016. She describes her law school experience as one of the most challenging yet transformative periods of her life, shaping both her professional abilities and personal resilience. In the summer of 2016, she passed the bar examination on her first attempt.

Following her admission to the Texas Bar, Brittney began her legal career as In-House Counsel and Chief Compliance Officer for a regional insurance brokerage in West Texas. The role provided valuable experience in compliance, regulatory requirements, and operational risk management. While it was an important step in developing her expertise, Brittney eventually recognized that she wanted to pursue a path more closely aligned with her passion for people, the health care industry, and employee benefits law.

Her career direction drastically changed after attending a continuing legal education conference to obtain the annually required number of CLE credits in Seattle, Washington. At the event, she attended an Affordable Care Act compliance seminar led by Andrew Ky Haynes, President of Haynes Benefits PC. Inspired by his leadership style and approach to employee benefits law, Brittney pursued an opportunity with the firm. After interviewing with the team and meeting with clients mid-conference, she was offered an Associate Attorney position and joined Haynes Benefits PC shortly thereafter.

Since joining the firm almost 7 years ago, Brittney has continued to flourish professionally and now serves as Principal Attorney, providing counsel on complex employee benefits matters across the country. Beyond her legal practice, she is also a professional speaker, industry contributor, and thought leader. She serves on the Employers Council on Flexible Compensation – Technical Advisory Council, where she writes and presents alongside other leading experts in the field.

Brittney attributes her success to faith, courage, and the willingness to follow the path she believes she was called to pursue. She gives God all the glory for the opportunities that have shaped her career, including the moment she met Andy, her Director, at the CLE conference that ultimately changed the trajectory of her professional career.

For Brittney, success is attributed to having the courage to ask for what she deserves and

stepping through the doors placed before her. She acknowledges that accepting a position at a firm based in another state with attorneys she just recently met was intimidating, but she chose to trust the path ahead and take a leap of faith. With a foundation based in faith, she believes her journey has also required a great deal of resilience to persevere, and strength to take action.

The best career advice Brittney has received is that “you never get what you don’t ask for.” However, she believes the ability to ask begins with an understanding of one’s own value. Before others can recognize and appreciate someone’s abilities, Brittney believes individuals must first recognize their own worth. To quote her directly, “Don’t let ANYone mask your moxie!”

She believes confidence grows when people understand the value they bring and become willing to advocate for themselves, pursue opportunities, and ask for what they want and deserve. For Brittney, self-awareness and self-advocacy are essential components of professional growth.

As a woman working in a traditionally male-dominated industry, Brittney encourages young women entering the field to make themselves known and visible. She truly believes women should allow themselves to be present, heard, and recognized for the value they bring.

Brittney understands that many areas of the insurance industry, including brokerages, carriers, TPAs, and vendors, continue to have male-dominated leadership structures. However, she encourages women not to allow such environments to diminish their confidence or prevent them from sharing their personalities and ideas.

She believes women should trust their intelligence, capabilities, and perspectives. By stepping forward and contributing their expertise, Brittney believes women can create meaningful change and help shape the future of the health care and employee benefits industry, or any industry for that matter.

Brittney identifies rapidly changing federal regulations as one of the biggest challenges currently facing employee benefits. She recognizes that regulatory requirements continue to evolve at a pace that can make it difficult for organizations to understand expectations and maintain compliance.

She also highlights prescription drug pricing transparency as a significant area of focus. Brittney believes the complexity surrounding pharmaceutical companies and pharmacy benefit managers (PBMs) creates challenges for employers and employees trying to understand health care costs and access affordable coverage.

Rising healthcare expenses continue to place pressure on organizations attempting to provide valuable benefits. Even when employers contribute toward coverage, costs can remain significant for both businesses and employees. Brittney believes the industry must continue developing creative progressive and out of the box solutions that provide meaningful benefits

while supporting financial sustainability.

For her, the opportunity lies in finding better ways to balance affordability, compliance, and access while helping organizations provide employees with benefits they can truly use and appreciate.

The values most important to Brittney in both her professional and personal life are a Jesus-centered mindset, a true sense of self, and a commitment to serving others. She believes that showing God's love through her actions is one of the most meaningful ways she can positively influence the people around her.

Brittney also places great importance on making others feel heard. She believes many people spend too much time focusing on being right, proving their point, or preparing their next response rather than truly listening.

By choosing to understand others, consider different perspectives, and create space for meaningful conversations, Brittney believes individuals can build stronger relationships and reach people in more impactful ways.

Through her legal expertise, leadership, and commitment to serving others, Brittney Anne Avila continues to make a meaningful impact within the employee benefits industry. Her combination of technical knowledge, authentic leadership, and dedication to advocacy reflects her ongoing mission to help organizations and individuals navigate challenges with confidence, clarity, and purpose.

Learn More about Brittney Anne Avila:

Through her Influential Women profile, <https://influentialwomen.com/connect/Brittney-Avila> or through her profile on Haynes Benefits, <https://www.haynesbenefits.com/brittney-avila/>

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