



## Laura A. Ryan

Partner  
Practice Group Leader, Employee Benefits & Executive  
Compensation

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[Employee Benefits & Executive Compensation](#)  
[Privacy & Cybersecurity](#)

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### Overview

Laura is the leader of the firm's Employee Benefits & Executive Compensation practice group. She focuses her practice on the design, maintenance and termination of tax-qualified retirement plans and trusts; analysis of employee benefit issues in the context of corporate mergers and acquisitions; welfare plan and flexible benefit plan administration and documentation; various aspects of executive compensation including establishment and maintenance of non-qualified deferred compensation plans; IRS and Department of Labor plan audits; governmental reporting obligations; compliance with ERISA fiduciary and prohibited transaction rules; and corrective actions under regulatory relief programs.

From 2001-2005 Laura served as senior attorney for Convergys Corporation. The combination of her years of experience in private practice and as in-house counsel to a large public corporation with a global footprint provides her with unique and valuable perspective and experience.

### Contact Information

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### Education

- University of Cincinnati College of Law, J.D., 1992
- Northern Kentucky University, B.S., 1989, *cum laude*

### Publications

- "Clarification About Out-of-Pocket Maximums Under Group Health Plans May Require Plan Design Changes and Increase Costs in 2016," *Thompson Hine The Law@Work*, Summer 2015
- "Health Care Reform Update – Changes Coming for Over-the-Counter Drugs," *CBA Report*, November 2010
- "Health Care Reform Update – External Reviews of Benefit Claims Under Health Care Reform," *CBA Report*, October 2010
- "Health Care Reform Update – Employers Must Take Second Look at Grandfathered Status," *CBA Report*, September 2010
- "Health Care Reform Update – More Questions Answered," *CBA Report*, August 2010
- "Health Care Reform Update – Complying With Federal, State Dependent Coverage Requirements", *CBA Report*, July, 2010
- "Understanding Required Changes for Health Plans," *CBA Report*, June, 2010

- "The Clock's Ticking on Compliance With New Compensation Rules," *Scrap* magazine, July/August 2007
  - "New Tax Rules are Creating Work for Firms," *Cincinnati Business Courier*, June 2007
  - "Changes in Benefits Part of Trade Treaty," *Cincinnati Business Courier*, 1995
  - Contributing author, *Doing Business in and with the United States*
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## Presentations

- "Surge in ERISA Litigation Leading to Multimillion-Dollar Settlements," Thompson Hine Premier Client Summit, May 2016
  - "What to Do When...the DOL Investigates Your Benefit Plan," Thompson Hine Human Resources Briefing, May 2015
  - "401(k) Plan Fees and Funds," Thompson Hine Premier Client Summit, May 2015
  - "Retirement Plan Update," Thompson Hine Benefits Briefing, September 2014
  - "New Benefit Plan Disclosure Requirements," Louisville Area Chapter CEBS Meeting, July 2012
  - "Plan Fiduciary Best Practices – What are they? Why are they so important?," Florida West Coast Employee Benefits Council, January 2011
  - "New Laws, Trends and Best Practices Affecting Group Health Plans," Thompson Hine Spotlight on Women Program, December 2009
  - "Employee Benefit Trends and Issues in Tough Economic Times," Association of Corporate Counsel Southwest Ohio Chapter, February 2009
  - "The Clock is Still Ticking: Despite Extension Full Steam Ahead With 409A," Greater Cincinnati Compensation and Benefits Association, September 2007
  - Panelist, "Executive Compensation- No Longer Business As Usual," Business Courier Business Law Roundtable Series, Cincinnati Ohio, February, 2005
  - "An Introduction to Qualified Retirement Plans and Overview of ERISA," Cincinnati/Dayton Chapter of International CEBS Society, 1996
  - "Overview of Qualified and Non-Qualified Retirement Plans," Cincinnati Chapter of OSCP, 1995
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## Distinctions

- Recognized for excellence in Employment Benefits (ERISA) Law by *The Best Lawyers in America*, 2015 and 2016
  - Listed in *Legal 500* in Employee Benefits and Executive Compensation, 2012 to 2014
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## Professional & Civic

### Professional Associations

- Cincinnati Bar Association
- Ohio State Bar Association
- American Bar Association

### Professional Activities

- Planning Committee for annual Cincinnati Employee Benefits Conference, 1998 to 2001
  - Cincinnati Bar Association, former chairperson of the Employee Benefits Committee, 2000 to 2001
  - Cincinnati Academy of Leadership for Lawyers, Class V, 2001
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## Admissions

- Ohio
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