



Katharine G. Shaw

Principal

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Kathy capitalizes on more than 20 years of legal experience to provide counsel on employee benefits and executive compensation matters. She drafts employee benefit plans and advises on strategies for their implementation and administration.

Clients call on Kathy to prepare, review and negotiate various documents, including qualified retirement and non-qualified deferred compensation plans, stock award plans, health and welfare plans, and government compliance filings. She guides clients through the process of responding to Internal Revenue Service (IRS) and Department of Labor (DOL) audit requests and conducts internal compliance reviews of benefit programs. Kathy also negotiates and drafts human resources provisions in corporate transactions, as well as advises executives as they negotiate compensation as part of employment and separation agreements.

Kathy has a depth of experience in addressing compliance issues related to the Employee Retirement Income Security Act (ERISA), Internal Revenue Code and Health Insurance Portability and Accountability Act (HIPAA). She helps clients navigate health care reform requirements under the Affordable Care Act (ACA), as well as the various types of medical expense funding vehicles available to employees.

Education

University of Michigan Law School

J.D., 1994

Tulane University

B.S., 1991

Bar Admissions

Illinois

Wisconsin

Services

Business & Finance

Labor & Employment

Areas of Focus

Employee Benefits & Executive Compensation

Employment Relationships & Agreements

Mergers & Acquisitions