



## SHEILA NINNEMAN

Senior Consultant, Technical Resources

### Areas of Expertise

Performance-based Variable  
Executive Compensation  
Flexible Benefits Design &  
Implementation  
Vendor Searches  
Compliance  
Plan Compliance  
Plan Documentation  
Retirement Plan Benchmarking  
Fiduciary Assessments  
Operational Compliance  
Coordinated Retirement  
Program Studies

Sheila Ninneman, J.D., is a Senior Consultant and member of the Technical Resources Practice Group at Findley Davies. Prior to joining Findley Davies, Sheila was a member of the employee benefits and executive compensation practice group of a national law firm headquartered in Cleveland.

Sheila advises firm clients on all areas of employee benefits and executive compensation compliance with significant experience in implementing, amending and restating tax-qualified plans, and providing counsel regarding their day-to-day administration. Her experience includes the termination and mergers of tax-qualified plans and advising clients on fiduciary compliance, IRS and DOL plan audits, and correction of operational and documentation errors in submissions under federal correction programs. With respect to welfare benefit plan compliance, Sheila provides employers with advice on matters arising under the ACA, COBRA, HIPAA, as well as wellness plan design.

Sheila assists employers on merger and acquisition employee benefits issues by performing due diligence and providing advice on purchase agreement provisions that affect employee benefits and executive compensation. Her executive compensation experience spans nonqualified plan design, employment agreements, severance agreements and general compliance issues arising under Internal Revenue Code Section 409A.

### Education

Cleveland State University, Cleveland-Marshall College of Law, Cleveland, Ohio – J.D., *magna cum laude*

University of Dayton, Dayton, Ohio – B.A., *cum laude*

### Publications and Presentations

- April 28, 2016 - *BenefitsLink* - "DOL New Fiduciary Regulation: Seven Action Items for the Next Year"
- February 19, 2016 - *BenefitsLink* - "Leap Day Deadline Looms – Creditable Coverage Disclosures to CMS"
- February 4, 2016 - *BenefitsLink* - "The Supreme Court Reaffirms That Plaintiffs in ERISA Stock Drop Cases Have Two Big Hurdles"

### Professional and Community Involvement

- Ohio State Bar Association, Member

### Contact Me

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