

Kurt L.P. Lawson

Partner

Washington, D.C.

Biography

As the scope of benefits and compensation plans evolve, new challenges have emerged. Issues such as the design of corporate wellness plans and benefits for mobile executives have recently edged into the spotlight.

Kurt Lawson focuses on new and complex benefits issues, often involving multiple overlapping statutes or jurisdictions. And Kurt is highly regarded in these sectors he's been individually ranked by *Chambers USA* since 2010, appeared in *Best Lawyers in America* since 2007, and named by Washington, D.C. *Super Lawyers* since 2008.

Kurt works with employers, insurance companies, banks, PE funds, and individuals on a wide range of benefits matters, including cash balance and other tax-qualified plans, 403(b) and other plans for tax-exempt employers, health reform and other welfare plan challenges, executive compensation, and fiduciary and prohibited transaction issues.

He also tackles issues that have drawn attention only recently, such as executive compensation in partnerships and LLCs; alternative investments by pension plans and IRAs; special health reform issues involving employers, insurance companies, religious institutions, and universities; employee classification



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Languages

English
French

Practices

Employment

Executive Compensation, Employee Benefits, and Share Incentives

Health Law

Investment Funds

Pensions

Private Equity

Tax

issues for tax, minimum wage, and other purposes; and funding relief for multiple-employer plans.

From 1989 through 1993, Kurt served in the U.S. Department of Treasury's Office of Benefits Tax Counsel. He is vice-chair of the American Bar Association's Tax Section and previously chaired the Tax Section's employee benefits committee. He's also a former officer of the American College of Employee Benefits Counsel. He speaks and writes regularly on tax and benefits topics and was an adjunct professor at the Georgetown University Law Center from 2004 to 2013.

Representative experience

Advised Vanderbilt University on benefits issues relating to the split-off of its medical center.

Advised Alstom on benefits issues relating to its purchase of GE transportation units in the U.S., France, and other jurisdictions.

Advised TPAs and insurance companies on their rights to health plan data under ERISA and other laws.

Represented insurance trade association on various health reform issues before the Departments of Treasury, Labor, and HHS.

Awards and rankings

- Fellow, *American College of Tax Counsel*, 2018-Present
- Employee Benefits & Executive Compensation (District of Columbia); Band 1, 2018-2020, *Chambers USA*, 2010-2020
- Labor and Employment: Employee Benefits and Executive Compensation (Transactions), Hall of Fame, *Legal 500 US*, 2018-2020
- Employee Benefits (ERISA) Law, *Best Lawyers in D.C.*, 2020
- Labor and Employment: Employee Benefits and

Industries

Education
Financial Institutions
Insurance
Real Estate
Private Capital

Areas of focus

Stock and Cash Based Incentives
Debt Funds
Hedge Funds
Infrastructure Funds
Private Equity and Venture Capital Funds
Real Estate Funds
Sovereign Investors
Fund Structuring and Establishment
Institutional Investors
Pensions Litigation
Defined Contribution Schemes
Trustee Good Decision Making
Data Protection
Longevity Protection
Emerging Companies
Management Incentive Plans
Real Estate Private Equity
International Tax Planning
Investment Funds and Tax
M&A and Tax
Tax Exempt

Executive Compensation (Transactions), Leading Lawyer, *Legal 500 US*, 2012-2019

- Fellow, *American College of Employee Benefits Counsel*, 2006-Present
- Employee Benefits/ERISA, *Washington, D.C. Super Lawyers*, 2008-2019
- The Best Lawyers in America, 2007-2020

Latest thinking and events

- Hogan Lovells Publications
 - American Rescue Plan Act's COBRA health care premium subsidy *All in a Day's Work: The Employer's Legal Guide*
- Press Releases
 - Hogan Lovells advises Welk Hospitality Group Inc. on approx. US\$430m pending acquisition by Marriott Vacations Worldwide
- Press Releases
 - Hogan Lovells advises Novartis on Vedere Bio acquisition
- Sponsorships and Speaking Engagements
 - 2020 Virtual Executive Compensation National Institute
- Hogan Lovells Publications
 - DOL's new FFCRA regulations and Q&As on COVID-19 paid leave clarify documentation and other requirements *Employment*
- Hogan Lovells Publications
 - Payroll Tax Credits under the Families First Coronavirus Response Act *All in a Day's Work Blog*

Hospitals and Health Care Providers

Education and admissions

Education

J.D., University of Virginia School of Law, Order of the Coif, Virginia Law Review, 1985

M.A., Yale University, 1982

B.A., Yale University, summa cum laude, Phi Beta Kappa, Pierson College master's award, 1982

Memberships

Adjunct Professor, Georgetown University Law Center, 2004-present

Chair, Employee Benefits Committee, Tax Section, American Bar Association, 2008-2009

Chair, Subcommittee on Employee Benefits, Employment Taxes Committee, Section of Taxation, American Bar Association, 2000-present

Chair, Subcommittee on Pension Legislation, Employee Benefits Committee, Tax Section, American Bar Association, 1999-2004

Chair, Task Force on Pension Simplification, Employee Benefits Committee, Tax Section, American Bar Association, 2000-2004

Member, ABA Working Group on Access to Health Care, 2009-present

Member, Editorial Board, Journal of
Taxation of Employee Benefits,
1998-2000

Member, Employee Benefits
Committee, Section of Taxation,
District of Columbia Bar Association,
1985-present

Vice-Chair, Employee Benefits
Committee, Tax Section, American
Bar Association, 2004-2008

Bar admissions and qualifications

District of Columbia

Court admissions

U.S. Tax Court
