David P. Olson

Partner

David Olson handles all aspects of compensation and benefits law and helps guide businesses, governmental entities, and tax-exempt organizations through the complicated issues arising in connection with the design, development, implementation, maintenance, defense, and termination of employee compensation and benefit plans and arrangements. His recent experience includes

- Providing ongoing counseling for the entire spectrum of plan types, including defined benefit, profit-sharing, 401(k), employee stock ownership, and 457 and 403(b) plans in regards to plan design and operation, including compliance with the statutory requirements of the Employee Retirement Income Security Act of 1974 ("ERISA") and the Internal Revenue Code.
- Designing and implementing stock option and other equity-based plans, and non-qualified deferred compensation and supplemental plans, including the design of vehicles to secure plan benefits such as rabbi trusts, incentive and bonus plans, severance benefit plans, "golden parachute" arrangements, and executive employment and resignation agreements.
- Guiding employers through ERISA's fiduciary provisions, including areas such as participant-directed 404(c) plans, participant education, investment of plan assets, and reporting and disclosure.
- Providing clients with comprehensive counseling on the design and operation of medical and dental plans, cafeteria, dependent care, medical reimbursement, group-term life, retiree health, and flexible benefit plans, including COBRA and HIPAA compliance.
- Advising on the employee benefits aspects of corporate transactions, performing due diligence and analysis of legal obligations of the myriad types of employee benefit plans and arrangements that are implicated during deal-making, and negotiating and drafting the components of purchase and sale agreements that pertain to employee benefits matters.

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Legal Services

- Labor & Employment
- Employee Benefits
- Banking & Financial Institutions
  - Labor & Employment for Financial Institutions
- Financial Institutions Litigation

Education and Honors

- Northern Illinois University (J.D., 1985)
    - Northern Illinois University College of Law Alumni Association (Council Member, Former President)
    - Phi Kappa Phi
    - Northern Illinois Law Review (Note Editor)
- Northern Illinois University (B.S., 1979)

Bar Admissions

- Wisconsin

Court Admissions

- U.S. District Court, Eastern District of Wisconsin, 1988

Professional and Civic Activities

- American Bar Association (Member)
- State Bar of Wisconsin (Member)
- Milwaukee Bar Association (Member)
- National Association of Stock Plan Professionals (Member)

Professional Recognition

- Martindale-Hubbell AV® Peer Review Rated
- Listed in The Best Lawyers in America® (2009–present: Employee Benefits (ERISA) Law)
- Listed in Chambers USA® (2009–present: Labor & Employment: Employee Benefits & Compensation)

Publications and Presentations

03/14/19
New Litigation Relating to Pension Plan Actuarial Assumptions
Insight & Impact - Labor & Employment Newsletter

09/25/18
"Qualified Retirement Plans: Surviving the Ever-Changing Regulatory Environment"
Quarles & Brady Seminar

04/30/15
Spring Cleaning Series: Public Company Hygiene
Employee Benefits Law Alert

05/21/14
Spring Cleaning Series: IRS Announces Section 409A Audit Initiative
Employee Benefits Law Alert

04/11/12

Revenue Sharing Payments: Some Tips for Retirement Plan Fiduciaries
Employee Benefits Law Alert

02/22/12
Key Takeaways from Plan Service Provider Fee Disclosure Final Regulations
Employee Benefits Law Alert

05/23/11
For Your Benefits
ERISA Litigation Issue

05/12/11
"Navigating Minefields Presented by Employee Benefits and Employment Issues When Trying to Close the Deal"
Quarles & Brady Business Law Training

05/12/11
"Employee Benefits and Employment Considerations when Analyzing Deals"
Quarles & Brady Business Law Training

08/09/10
For Your Benefits
August Edition

06/29/10
For Your Benefits
July Edition

04/30/10
For Your Benefits
Issue #4

03/29/10
Issue #3
For Your Benefits

03/05/10
One-Month Extension of COBRA Subsidy
Employee Benefits Alert

02/24/10
Issue #2
For Your Benefits

01/28/10
This issue contains the following articles: IRS Discusses Ability of Accrual

Based Taxpayer to Deduct Bonuses; Remittance of Participant Contributions to Retirement Plans - Timing is Everything; Supreme Court Declines to Review 401(k) Fee Case; February 17, 2010 COBRA Notice Deadline is Fast Approaching.
For Your Benefits

01/15/10
COBRA Model Notices for 2010 Subsidy Extension
Employee Benefits Law Alert

01/07/10
IRS Provides New Section 409A Document Correction Program
Employee Benefits Law Update

12/22/09
COBRA Subsidy Extended
Employee Benefits Law Alert

05/05/09
Procedures, Procedures, Procedures; Fiduciary Decision-Making Process Can Be Key Evidence At Trial
Employee Benefits Update

04/28/09
How Can I Reduce My Risk Of Being Sued? Actions For Plan Fiduciaries That Can Reduce The Risk Of An ERISA Lawsuit With Respect To Plan Investments
Employee Benefits Law Update

04/10/09
Who Can I Blame for the Loss in my 401(K) Plan Account? Recent Cases Show Breach of Fiduciary Duty Claims and Litigation Can be Costly
Employee Benefits Law Update

04/06/09
IRS and DOL Issue Additional COBRA Subsidy Guidance and Model Notices
Employee Benefits Update

02/27/09
Department of Labor and Internal Revenue Service Publish COBRA Subsidy Guidance
Employee Benefits Update

02/16/09
Final Stimulus Bill Includes Significant Changes to COBRA Coverage
Employee Benefits Update