

Lisa M. Burman

(Admitted Only in Illinois)

Chicago, IL

She/Her

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About Lisa

Lisa concentrates her practice on employee benefits, counseling clients on all aspects of plan administration and operation. Her work includes:

- Correction of operational and document failures surrounding IRS correction programs, and representation in Department of Labor investigations and IRS audits
- Disposition of benefit plans following corporate mergers and acquisitions
- Termination of qualified retirement plans, including securing approvals from the IRS and PBGC, and addressing residual assets in overfunded defined benefit plans
- Guidance on fiduciary obligations, prohibited transactions, participant disclosures (including summary plan descriptions), communication issues, and reporting requirements under IRS and Department of Labor rules
- Welfare plan compliance, including COBRA the Health Insurance Portability and Accountability Act of 1996 (HIPAA), the Family and Medical Leave Act (FMLA), and the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), and negotiating service agreements with third-party administrators and benefit service providers
- Section 403(b) and 457 plans for tax-exempt employers

Lisa designs, drafts, and amends employee benefit plans, including defined benefit, target benefit, money purchase pension, profit sharing, 401(k), employee stock ownership, employee stock purchase, and group health and welfare plans. Working with other attorneys at the firm, she also handles litigation concerning ERISA and other benefit-related matters.

Her work further extends to executive compensation, including the design of stock options, nonqualified deferred compensation arrangements, supplemental executive retirement packages (SERPs), and other executive benefits, with experience in Section 409A and Section 280G compliance.

Lisa is a certified public accountant.

Lisa's Affiliations

- Chicago Bar Association, Employee Benefits Committee, Former Chair; IRS Liaison Subcommittee, Former Chair
- Great Lakes Tax Exempt/Governmental Entities Council
- IRS/American Society of Pension Professionals & Actuaries (ASPPA), Great Lakes Benefits Conference, Former Co-Chair; Executive Committee, Former Member

Areas of Focus

Industries: Life, Health, Disability & ERISA

Services: Employee Benefits & Executive Compensation ;
Employee Stock Ownership Plans (ESOPs); Employment Advice & Counseling;
Employment Litigation; Labor & Employment; Tax

Recognition

- *The Best Lawyers in America*®, Employee Benefits (ERISA) Law, 2023 – 2026
- *Illinois Super Lawyers*, 2006 – 2016
- Great Lakes Tax Exempt/Governmental Entities Division, Commissioner's Award, 2003
- *Leading Lawyer*, Employee Benefits Law
- Chicago-Kent College of Law at Illinois Institute of Technology, American Jurisprudence Award, Employee Benefits, Securities Law

Credentials

Education

Chicago-Kent College of Law at Illinois Institute of Technology, LLM, Taxation, 1995

Chicago-Kent College of Law at Illinois Institute of Technology, JD, 1989

Loyola University Chicago, BS, 1986

Bar Admissions

Illinois*

**Admitted Only in Illinois*

Court Admissions

US Tax Court

Thought Leadership

Presentations

- “What to Do When the Wolf Comes Knocking: Anticipating and Surviving IRS and DOL Investigations of Employee Benefit Plans,” Hinshaw’s Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2016
- “Avoiding Fiduciary Pitfalls and Tar Pits: Best Practices for Retirement Plans,” Hinshaw’s Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2015
- “Participant Loans, Hardships and Required Minimum Distributions, Errors and Corrections,” American Society of Pension Professionals & Actuaries 2012 Great Lakes Benefit Conference, Chicago, Illinois, June 2012
- “Looking Forward to 2012: Group Health Plans and Retirement Plans,” Hinshaw’s Annual Labor & Employment Seminar, Hoffman Estates, October 2011
- “Remedies for Violations of Section 510 of ERISA”
- “Keeping Your Plan in Compliance with Section 401(a) of the Internal Revenue Code”

Publications

- Author, “Employee Plan Issues Arising in Individual Employment Terminations,” Chapter 7, [Employment Termination: Procedures, Grounds, and Challenges, 2022 Edition](#), Illinois Institute of Continuing Legal Education, August 2022
- Co-Author, Chapter 6, “Employee Plan Issues Arising in Individual Employment Terminations,” IICLE’s *The Employment Termination Handbook*, 2011

Blog Post

- Hinshaw E-alert on a New Employer Tax Credit for Paid FMLA, Feb 1, 2018

Events

- 25th Annual Labor & Employment Seminar – Virtual for 2020, October 26 - 30, 2020
- 24th Annual Labor & Employment Seminar, November 7, 2019
- Hinshaw’s 21st Annual Labor & Employment Seminar, Oct 20, 2016

Hinshaw Alert

- HHS Issues Draft Application for New Early Retiree Reimbursement Program, Jun 8, 2010

Hinshaw Newsletter

- Employment Practices Alert - August 2010 Edition, Aug 2, 2010

In The News

- Hinshaw Attorneys Antognoli, Burman, and Harbert Author Chapters in IICLE Handbook on Employment Termination, Sep 15, 2022
- Hinshaw Attorneys Contribute Three Chapters to 2018 Edition of IICLE Employment Termination Handbook, Oct 31, 2018

Insights for Employers Alerts

- New Tax Law Provides Employer Tax Credit for Compensation Paid to Employees While on Family and Medical Leave, Feb 1, 2018
- Employment Practices Newsletter - February 2015, Feb 2, 2015
- REMINDER OF JULY 31, 2013 DEADLINE: Employers Sponsoring Self-Insured Health Plans Must Pay New Health Care Reform “Fee” by July 31, 2013, Jul 23, 2013
- June 30th Plan Amendment Deadline for Cafeteria Plans Is Quickly Approaching, Jun 7, 2011
- Health Care Reform: What Employers Need to Know Now, Apr 26, 2010

Press Releases

- 102 Hinshaw Lawyers Recognized in 2026 Editions of *The Best Lawyers in America*® and *Ones to Watch*™, Aug 21, 2025
- 105 Hinshaw Lawyers Recognized in 2025 Editions of Best Lawyers in America and Ones to Watch, Aug 15, 2024
- 101 Hinshaw Lawyers Recognized in 2024 Editions of Best Lawyers in America and Ones to Watch, Aug 17, 2023
- Eighty-Seven Hinshaw Lawyers Recognized in 2023 Editions of Best Lawyers in America and Ones to Watch, Aug 18, 2022
- Deal Spotlight: Client Oak Bank Acquired by Wintrust Financial Corporation, Jun 10, 2019