

## Andrew Douglass

Partner | Employee Benefits & Executive  
Compensation

### OVERVIEW

Andrew is a partner in the Employee Benefits & Executive Compensation practice group. He advises public and private companies on plan design and administration, fiduciary responsibility, claims procedures, and disclosure requirements under ERISA, the Internal Revenue Code, and other laws. He has extensive experience guiding them regarding the legal, financial, and administrative issues that affect qualified and nonqualified retirement plans, health and welfare plans, and other employee benefit arrangements, including issues that arise during mergers, acquisitions, and other business transactions.

He has a multidimensional approach to advising clients because of his background with doing employee benefits work as an actuarial consultant for a large public accounting firm. He counsels clients regarding joint venture, debt and equity, private equity, financing, and M&A transactions. He also advises them through audits and other proceedings before the Internal Revenue Service, the Department of Labor, and the Pension Benefit Guaranty Corporation.

Clients welcome his approachability and rely on his breadth and depth of experience to execute changes that help them reach their business goals.

Andrew was a member of Reed Smith's Global Corporate Group before joining NGE. The employee benefits community often engages him to speak and write on topics related to employee benefits and executive compensation issues.



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### EDUCATION

Saint Louis University School of Law  
(J.D., 2000) *cum laude*

Miami University (B.S., 1995) *magna  
cum laude*

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### ADMISSIONS

Illinois

Missouri

Ohio



## RECOGNITIONS

- *The Best Lawyers in America*, recommended in "Employee Benefits (ERISA) Law" since 2024

## NEWS & INSIGHTS

**August 15, 2024 Firm News**

60 Neal Gerber Eisenberg Attorneys Included in 2025 *Best Lawyers In America*

**June 12, 2024 Event**

Andrew Douglass Serves as a Panelist on Strafford Webinar, "Conducting Effective Service Provider RFPs for ERISA Retirement and Health Plans"

**February 13, 2024 In The Media**

Andrew Douglass Quoted in *Law360* Article, "What To Know About 'Novel' Johnson & Johnson ERISA Suit"

**August 17, 2023 Firm News**

55 Neal Gerber Eisenberg Attorneys Included in 2024 *Best Lawyers In America*

**June 21, 2023 Event**

Andrew Douglass Presents Webinar on "Evaluating & Monitoring Service Providers for Your Company's 401(k) Plan" with SageView Advisory

**June 12, 2023 Firm News**

The Legal 500 United States 2023 Edition Recommends Four Neal Gerber Eisenberg Practices and 23 Attorneys

**03.09.23 Publication**

Linda Hoseman Outlines 4 Critical Benefits and Compensation Issues Facing Employers This Year in *Human Resource Executive*

**January 10, 2023 Publication**

Considerations for Employers and Group Health Plans Post-*Dobbs* Decision

**December 5, 2022 Event**

Firm Hosts Employee Benefits & Executive Comp 102 Fall Webinar Series

**November 4, 2022 In The Media**

Andrew Douglass Quoted in *Barron's* on Negotiating Executive Compensation Plans

**October 25, 2022 Firm News**

NGE Advises National Medical Billing Services in Its Acquisition of MedTek, LLC

**August 19, 2022 Firm News**

NGE Advises Upfront Healthcare in Its Acquisition of PatientBond

**July 12, 2022 Publication**

Client Alert: Supreme Court Decision on Abortion Rights: 10 Key Questions for Employers and Group Health Plans



NEAL  
GERBER  
EISENBERG

May 16, 2022 Firm News

Neal Gerber Eisenberg Adds Employee Benefits Partner Andrew Douglass

## PROFESSIONAL AFFILIATIONS

- American Bar Association
- American Benefits Council
- National Coalition on Benefits
- Society for Human Resource Management

## LANGUAGES

- Spanish