



## DAWNE MCKENNA PARRISH

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### PRACTICE AREAS

Labor and Employment

### EDUCATION

University of Cincinnati College of Law, J.D., 1996

University of Cincinnati, MBA, 1995

Kent State University, B.B.A., 1991, *magna cum laude*

### BAR AND COURT ADMISSIONS

Ohio

U.S. District Court for the Southern District of Ohio

*Admitted to practice law only in the states listed above.*

Dawne is a partner in the Vorys Cincinnati and Columbus offices and a member of the labor and employment group. She focuses her practice on employee benefits and executive compensation issues. She has significant experience advising clients from small private businesses to large publicly held corporations regarding all aspects of employee benefits.

Dawne's experience includes advising clients on the design and implementation of tax-qualified retirement and welfare benefit plans. She also regularly counsels clients regarding government reporting requirements and voluntary correction programs and other matters concerning retirement plans under ERISA and the Internal Revenue Code and related IRS and DOL requirements. Dawne works closely with retirement plan administrators and their service providers regarding fiduciary compliance and with the implementation and maintenance of administrative and investment committee structure and processes. Additionally, she regularly advises clients regarding welfare plan administration and compliance under federal laws including: ERISA, the Internal Revenue Code, HIPAA, COBRA, GINA, ACA and related IRS, DOL, EEOC, CMS and HHS requirements.

Dawne has significant experience working as both in house counsel and as outside counsel. She also previously co-owned a small business where she was involved in all aspects of its management.

## Insights

"New Options for FSAs under the CAA," January 12, 2021

"*Client Alert: The U.S. Supreme Court Declines Again To Address a Circuit Court Split Concerning the Standard for Pleading Breach of Fiduciary Duty Claims,*" November 12, 2020

"2020 Form 1095-C Distribution Extension," October 6, 2020

"Final Electronic Disclosure Rules for Retirement Plans," August 28, 2020

"Supreme Court's Decision in *Intel Corporation Investment Policy Committee v. Sulyma - Disclosure Alone Does Not Beget Actual Knowledge,*" August 25, 2020

"New Guidance Published for Cafeteria Plan Elections and High Deductible Health Plans," May 22, 2020

"*Benefits Alert: HHS Final Rule Addresses Application of Prescription Drug Copay Coupons to Group Health Plan Out-of-Pocket Limit,*" May 13, 2020

"Deadline Extensions and COBRA Update," May 8, 2020

VORYS

## DAWNE MCKENNA PARRISH

(Continued)

"*Benefits Alert: The Impact on Health & Welfare Plans in the New Year based on the Fifth Circuit's ACA Ruling and the Further Consolidated Appropriations Act, 2020,*" December 31, 2019

"*Benefits Alert: 2019 Roundup: A Look Back at Employee Benefits Developments,*" December 11, 2019

### Professional and Community Activities

ASPPA Benefits Council of Greater Cincinnati, Member

Cincinnati Bar Association, Employee Benefits Committee, Member

Columbus Bar Association, Employee Benefits Committee, Member

St. Gertrude Parish Finance Council, (2014-2019) Member, Previous Chairperson

### Events

Vorys at Work: 2020 Conference

Employee Benefit Plans: Impact of Coronavirus

2019 Vorys Benefits Columbus Conference

2019 Vorys Benefits Cincinnati Conference

2019 Cincinnati Labor and Employment Law Update

Stay Ahead of the Curve

2018 Cincinnati Labor and Employment Update