

Kathryn B. Solley

Of Counsel

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Kathy Solley focuses her practice on executive compensation, employee benefits and ERISA law. She works with public and private companies and their employee benefits needs and has worked as in-house counsel with a large electric public utility in the northeast and then with a large, publicly traded multinational corporation. She also advises governmental pension plans and tax exempt entities on employee benefits and executive compensation matters.

Experience

Following is a selected sampling of matters and is provided for informational purposes only. Past success does not indicate the likelihood of success in any future matter.

- Serves clients on legal matters pertaining to employee benefits and executive compensation, including nonqualified deferred compensation plans, defined benefit pension plans, 401(k) plans, group health plans, and stock options, as well as fiduciary counseling under ERISA
- Counsels on day-to-day plan administration as well as the impact of employee benefits and compensation for mergers, acquisitions, and divestitures
- Drafted one of the first cash balance pension plans and has followed the changing legal environment for such hybrid plans
- Guides clients through 401(k) plan corrections, including negotiating filings and closing agreements with the Internal Revenue Service
- Fiduciary counseling focuses on benefit plan committees, both administrative and investment, and their members

Education

New York University School of Law, JD
Yale University, BA, cum laude

Admissions

Georgia
New York

Practice Areas

[Employment & Labor](#)
[Executive Compensation, ERISA,
Employee Benefits](#)
[Health Insurance](#)
[Life, Health, Disability & ERISA](#)
[Mergers & Acquisitions](#)
[Tax](#)

- Advises clients on Affordable Care Act (ACA) compliance and reporting, including strategies for identifying full-time employee status
- Serves as counsel to the pension board of a governmental pension plan, with a focus on improvement of administrative processes and open record issues

Recognitions

The bar rules of some states require that the standards for an attorney's inclusion in certain public accolades or recognitions be provided. When such accolades or recognitions are listed, a hyperlink is provided that leads to a description of the respective selection methodology.

- Pro Bono Partnership of Atlanta Volunteer of the Year (2018)
- 21st Century Leaders Spirit of Leadership Award (2017)

Professional Activities

- State Bar of Georgia

Leadership

- Trustee, Kiwanis Foundation of Atlanta
- Former Secretary and Member of 21st Century Leaders' Executive Committee
- Past President, Southern Employee Benefits Conference (now Southern Benefits Educational Network or SBEN)
- Former Board Member, National Women in Pensions
- Former Board Member, Peachtree-Atlanta Kiwanis Club

Articles & Speeches

Insights

Will Sun Capital's Partnership-in-Fact Ruling Change Your Fund?, *Private Equity Professional* - Author (August 29, 2016)

Events/Speaking Engagements

Georgia Association of Public Pension Trustees: Avoiding Conflicts of Interest: Fiduciary Duties and Responsibilities
- Presenter (September Tuesday, 2018)
5th Annual Trustee School GAPPT - Speaker (March 19, 2018)
Fiduciary Summit - Speaker (October 4, 2016)