

Scott D. Newsom

PARTNER, BENEFITS SERVICE LINE LEADER

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VCard



Scott concentrates his practice on employee benefits, executive compensation and multiemployer retirement, and health and welfare plans. He represents clients in a wide range of industries, including manufacturing, construction, food services, retail, health care, and financial services. His clients often express their appreciation for his ability to translate the Employee Retirement Income Security Act (ERISA) and the Internal Revenue Code into courses of action for their businesses.

Scott also represents numerous boards of trustees of multiemployer retirement and health and welfare plans in matters that include demand and collection of withdrawal liability for multiemployer pension plans, advising on determinations on requests for review, and arbitration of issues in dispute. His experience also includes:

- Representing multiemployer retirement plans in U.S. Department of Labor (DOL) audits and investigations
- Designing and drafting supplemental unemployment benefit plans, voluntary benefits programs, dependent care assistance, educational expense reimbursements, and term life insurance
- Designing and maintaining defined benefit plans, cash balance pension plans, and 401(k) and profit sharing plans
- Representing employers in interactions with the Internal

SERVICE LINE

Benefits

INDUSTRY SECTOR

Financial Institutions & Insurance

PRIMARY LOCATION

Toledo, OH

EDUCATION

J.D., *cum laude*, The University of Toledo, 1996

Revenue Service (IRS) and the DOL involving plan issues, including correction of operational errors, prohibited transactions, and plan audits and investigations

B.A., Kenyon College, 1993

- Advising Fortune 500 companies, hospital systems, and entrepreneurial employers on the impact and implementation of the Affordable Care Act on employee benefits and on employee benefit implications of acquisitions and divestitures of assets
- Representing companies on multiemployer withdrawal liability matters, including corporate reorganizations and transactions on exposure to withdrawal liability
- Designing cash balance pension plans for high-net-worth individuals
- Preparing Voluntary Compliance Program filings under the IRS Employee Plans Compliance Resolution System on behalf of employers
- Assisting companies in incentivizing and retaining key employees through the use of executive compensation tools, including nonqualified deferred compensation plans, equity and stock option plans, and executive pension plans
- Designing deferred bonus and retention programs for specialized high-profit employees

In the community, Scott serves as a member of the Sylvania Masters Swim Club Board of Directors and has served on the Board of Directors of Leadership Toledo, Sylvania Community Services, Catholic Charities, Northwest Ohio Hemophilia Foundation, as well as a member of the St. Joseph's School of Sylvania Advisory Board. Scott was a previous recipient of the 20 under 40 Leadership Award for Toledo.

BAR & COURT ADMISSIONS

Indiana, 2002

Ohio, 1996

HONORS

- *Best Lawyers in America*, 2024-2026
- Ohio Rising Star by *Super Lawyers* magazine, 2010
- *Toledo Business Journal*, "Who's Who in Toledo Area Law"