

PRACTICE AREAS

- Employee Benefits & Compensation
- ERISA & Benefits

EDUCATION

- B.A., Smith College
- J.D., Chicago-Kent College of Law, high honors, Order of the Coif; Executive Articles Editor (1992-93) and Staff (1991-92), Chicago-Kent Law Review

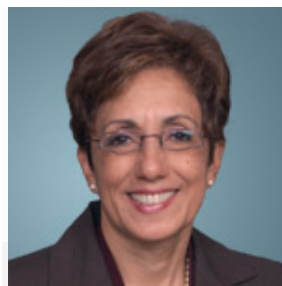
BAR & COURT ADMISSIONS

- Illinois, 1993
- North Carolina, 2001

OTHER AREAS OF LAW

- Employee Benefits
- ERISA
- Mergers and acquisitions (employee benefits issues)
- Executive employment agreements
- Severance and RIF programs
- Stock option plans
- Employee stock purchase plans

ANA M. FLYNN



MEMBER

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As a benefits attorney, Ana Flynn represents clients in all aspects of employee benefits and executive compensation. She counsels clients regarding the design, administration and compliance of all types of benefit plans, including qualified retirement plans, welfare plans, equity-based compensation plans and non-qualified deferred compensation plans.

Ms. Flynn also focuses on benefits issues arising from merger and acquisition transactions and has worked extensively with benefits programs for employers with global workforces.

Ms. Flynn previously practiced employment and labor law. She also has worked on immigration matters arising in the context of employment and employee benefits. Clients often call upon her combined know-how in the areas of employee benefits and employment law.

OF NOTE

- Co-author, "Geissal v. Moore Medical Corporation: The Supreme Court Resolves Dual Coverage Issue," *Benefits Law Journal* (Autumn 1998) and *ISBA Employee Benefits* (April 1999)
- Co-author, "Planning with Split Dollar Life Insurance Plans," *Executive Compensation and Taxation Coordinator* (January 1996)
- Co-author, "Practitioner to Practitioner: Split Dollar Life Insurance Plans," *Pension and Benefits Week* (December 12, 1995)

CONTINUED

- HIPAA
- Cafeteria plans, HRAs and HSAs
- Employee benefits for cross-border employees
- Global codes of conduct

ANA M. FLYNN

- Member of the North Carolina State Banking Commission, 2006 to present
- Board of Directors, Charlotte Benefits Forum, 2006-2007
- Board of Directors, Girl Scouts of North America, Hornets' Nest Council, 2006-present
- Member, YMCA Volunteer Diversity Committee, 2005-present
- Native Spanish speaker

PROFESSIONAL AFFILIATIONS

- American Bar Association
- Mecklenburg County Bar