

Lynne D. Mapes-Riordan

Partner

Lynne concentrates her practice in employee benefits, employment law and executive compensation. Her practice has provided her with a breadth of experience in all aspects of a company's relationships with its executives and other employees, including executive employment, severance and compensation agreements and arrangements. She regularly advises clients on the tax law and ERISA requirements of tax-qualified retirement plans and represents clients before the IRS and DOL in connection with tax-qualified plans. Lynne has extensive experience in the employment, employee benefit and executive compensation issues that arise in mergers, acquisitions and liquidations.

Lynne advises organizations of all sizes in many different industries, including non-profit entities, in employment law matters, from hiring (including background checks, drug testing, offer letters, and employment agreements), on-going compliance (including FLSA, retirement and welfare benefits, performance reviews, reasonable accommodation under the ADA, leave requirements under the FMLA and various state leave laws, and discipline issues) and termination issues. Additionally, Lynne's practice includes the resolution of disputes in the employment context, including private dispute resolution, arbitration and litigation.

Lynne heads the firm's Women's Committee and serves on the firm's Diversity and Recruiting Committees.

Articles and Publications

- Client Action Alert - Application of Loan Originator Compensation Rules to Tax-Qualified Retirement Plans (April 9, 2012)
Employers funding 2011 plan year "profit-sharing" contributions to tax-qualified retirement plans before April 17, 2012 should consider new guidance from Consumer Financial Protection Bureau.
- Client Action Alert - The Federal Reserve Board's Final Rule on Loan Originator Compensation and Steering (May 27, 2011)



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Practices

- Compensation and Employment

Education

- Georgia State University College of Law, J.D., *cum laude*, 1989
- University of Michigan, B.A., 1985

Bar & Court Admissions

- State of Illinois

- Client Action Alert - New Proposed Rules on Incentive Compensation Pursuant to Dodd-Frank Act (February 18, 2011)
- Client Alert - New Non-Discrimination Rules for Insured Health Plans (December 15, 2010)
- Client Action Alert Update - Federal Reserve Finalizes Guidance on Sound Compensation Policies (September 13, 2010)
- Client Action Alert - Mortgage Loan Officers Eligible for Overtime Pay (September 2010)
- Client Action Alert - Federal Reserve's Proposed Guidance on Sound Incentive Compensation Programs (January 14, 2010)
- Client Action Alert - TARP Executive Compensation Restrictions - Treasury's Interim Final Rule (June 24, 2009)
- Client Action Alert - Treasury Equity Purchases are not Triggers for Payment Under §409A Plans (June 8, 2009)
- Regular guest columnist, "Frequently Asked Compliance Questions," *Illinois Banker*

Events and Speaking Engagements

- Bank Executive & Board Compensation Conference 2010 (Chicago, IL/November 2010)
- The Employer-Employee Relationship: Avoid the Minefields & Nurture the Relationship (Springfield, IL/June 2010) (June 2010)
- The ABCs of HR Compliance (Springfield, IL/October 2009) (October 2009)
- "Employment Law Update," Brown Palace Network, Dallas, TX, April 2010
- "Employee Benefits Legislative Update," Worldwide Employee Benefit (WEB) Network, December 2008
- "Protecting Your Franchise: Employment Concerns," Brown Palace Network, Denver, CO, October 2008
- "The Supervisor & the Law," Illinois Bankers Association Supervisor's School, October 2007
- "Employee Handbooks," Community Bankers Association of Illinois, March 2006

Professional Activities and Honors

- Member, Illinois State Bar Association, Employment Law and Employee Benefits Committees
- Member, National Association of Women Business Owners, Corporate Partner Committee

Charitable and Community Involvement

- Board of Directors, Child Care Center of Evanston, Inc., 1996-present

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Continued

- Board of Directors, Evanston Junior Wildcats Baseball Association, 2005-2008