



Laura A. Habein

SENIOR ASSOCIATE

Minneapolis

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Services

Business & Tax Planning

Compensation Planning &
Employee Benefits

Laura guides business owners in strategic planning initiatives to meet their long-term objectives.

Laura supports clients as a senior associate in Fredrikson's Business & Tax Planning Group. She concentrates her practice on employee benefits working with employers regarding the design, ongoing administration, correction and termination of pension, 401(k), profit-sharing, and health and welfare benefit plans. Laura also advises clients on non-qualified deferred compensation arrangements (including Section 409A issues) and provides counsel on benefits and compensation issues relating to business transactions.

Prior to joining Fredrikson, Laura served as an extern for Judge Jon E. DeGuilio in the Northern District of Indiana District Court. Laura is licensed to practice in Kentucky, her Minnesota license is pending.

Experience

Business & Tax Planning

- Establishment, maintenance and compliance of plan documents, including drafting ERISA plan documents, summary plan descriptions and IRS voluntary correction and determination letter filings.
- Crafting of phantom stock and deferred compensation arrangements.
- Conducting benefits related due diligence and advising regarding benefits transition issues arising from business transactions.
- Assisting clients with health and welfare issues, including establishing cafeteria plans under Section 125 of the Internal Revenue Code.

Credentials

Education

- Notre Dame Law School, J.D., 2017, *magna cum laude*

- Concordia College, B.A., 2014, *magna cum laude*

Admissions

- Kentucky, 2017
- Minnesota, 2021

Clerkships

- Extern, Judge Jon E. DeGuilio, Northern District of Indiana District Court

Civic & Professional

Community

- Louisville Employee Benefits Council, Programming Committee Member, 2019-2021
- Family & Children's Place, Ambassador, 2020-2021

Speaking Engagements

Event | 10.18.2022

Fredrikson & Byron's 38th Annual Employment & Labor Law Seminar

Legal Updates

Legal Update | 01.03.2023

Benefit Plans: SECURE Act 2.0

Legal Update | 10.24.2022

Benefit Plans: 2023 COLAs

Legal Update | 11.05.2021

Benefit Plans: 2022 COLAs

Legal Update | 10.27.2020

Benefit Plans: 2021 COLAs

Publications & Presentations

Co-Presenter, *Benefits Update: Construct Your Plans with Confidence*, Fredrikson & Byron's Annual Employment & Labor Law Seminar, On-Demand Webinar, October 2021