

The Academy of Wealth Management

EMPLOYEE BENEFIT PLANS

The course introduces the broad spectrum of employee benefit plans and the legal structure by which they are regulated. It will cover employee benefit plan design, administration, asset management, and will address avoidance and resolution of potential disputes between plans, plan sponsors, plan fiduciaries, plan service providers, plan participants and government regulators. Students will learn the reasons for continually developing legal compliance obligations and will be prepared to handle those obligations.

The course will provide students with the knowledge necessary to establish and maintain an employee benefit plan. Covered topics will include plan design, plan adoption, plan amendments, plan reporting and compliance, mandatory notice and disclosure obligations, fiduciary responsibility, and plan asset management, working with government regulators, correction of plan compliance failures, and dispute management where benefit plans are involved. The legal instruction will be complemented with practical guidance on the operation and administration of employee benefit plans.



Adjunct Professor: George Cicotte J.D.

George F. Cicotte is a Fellow of the American College of Employee Benefits Counsel. The College is dedicated to elevating the standards and advancing the public's understanding of the practice of employee benefits law. Fellowship in the College is restricted to employee benefit attorneys who have practiced in the field for over 20 years and who have made significant contributions to the advancement of the employee benefits field, as determined by the College's Board of Governors.

Mr. Cicotte's entire career has focused on employee benefits, beginning in 1989 as a pension actuary and, since 1995, as an ERISA attorney. He serves clients throughout the U.S., with a preponderance in the western and southwestern states. Before establishing the Cicotte Law Firm in 2002, Mr. Cicotte practiced law in Washington, D.C. with Covington & Burling, consistently ranked as one of the most selective law firms in the nation.

Mr. Cicotte's broad employee benefits practice involves such diverse issues as health and retirement plan design, representing employers in labor relations matters, federal taxation, assisting health plans with the ACA, HIPAA, COBRA and all other requirements and advising on a myriad of employment and fiduciary responsibility issues. In addition to counseling with clients on compliance and transactional matters the Firm frequently defends ERISA lawsuits.

Mr. Cicotte has spoken throughout the country for groups such as the Western Pension and Benefits Conference, The Institute for Applied Management and Law, The Society for Human Resource Management, Deloitte & Touché Consulting, Lorman Education Services, The National Association of Insurance and Financial Advisors, The National Employer Conference and The Zero Alpha Group. He has authored and co-written several articles and publications including several articles in the Journal of Pension Benefits, published by Wolters Kluwer, and the employee benefits chapter of The Contingent Workforce - Business and Legal strategies, published by Law Journal Press.

Mr. Cicotte is rated [AV by Martindale-Hubbell](#), the premier attorney rating service. [This video](#) describes what this rating means. The AV designation indicates that Mr. Cicotte has been recognized by other attorneys and judges as having achieved the highest standards of legal ability and ethical conduct.

BAR MEMBERSHIPS

Washington 2002, United States Supreme Court 2001, District of Columbia 1999, Colorado 1996, U.S. Court of Appeals, 10th Cir. 1998, E.D. Washington 2003

EDUCATION

- Brigham Young University — Juris Doctor, Cum Laude, 1995
- University of Pennsylvania — Bachelor of Arts with Distinction, 1989

• WHAT OTHERS ARE SAYING.....

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- ***I have worked with George for more than a decade. For legal questions involving employment benefits and retirement I will not go to anyone else. He is the best. I trust his counsel and advise completely. There is no one better.

***George Cicotte has been our ERISA attorney for the past 12 years. His advice and oversight have eased the burden of keeping our 401(k) plan in compliance. In addition, his understanding and knowledge of the ACA has been invaluable

***We have found the Cicotte Law Firm to be an excellent resource for us as it relates to virtually any ERISA matter. They are very responsive and detailed in their direction and advice. I personally like the fact that they are located on the West Coast a...

***George Cicotte is an excellent choice when you need an attorney highly proficient in ERISA. The depth of knowledge on the subject clearly puts George at expert level. In addition to his strong attorney skills, George is a great guy to work with

***George is far and away the most proficient and engaging instructor in the realm of employee benefits law and ERISA that I have

encountered. George brings complex legal issues into sharp focus by using real life examples and his own

***I have known George since the early 1990s. He is one of the most honest, conscientious, and extraordinarily competent attorneys I have ever known. George's wealth of experience over the years has provided him with the depth of knowledge he now

****George Cicotte has put together an outstanding law firm, The Cicotte Law Firm, which I feel comfortable saying is the best employment/ERISA practice West of the Mississippi. We will definitely be looking George's way when it comes to our labor law needs.

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myprofessionaleducation.com or
academyofwealthmanagement.com**