

PRACTICE FOCUS

Sigmund serves as chair of the firm's Employee Benefits & ERISA area, and also focuses his practice in the areas of estate planning, business succession and tax law. He has been with the firm since 2008 and has been practicing law since 1978.

Employee Benefits & ERISA

Tom has over 30 years of experience practicing law and is well known for his ERISA work. He works with clients, from individuals to large organizations, to achieve their goals with the design, implementation, and administration of both qualified and non-qualified retirement and deferred compensation plans. Additionally, Tom represents closely-held businesses and business owners regarding fringe benefits, compensation planning, 409A issues and insurance planning. He has a wealth of experience in the design and implementation of executive compensation plans, employment agreements and severance agreements. Tom counsels clients and has served as an expert witness in ERISA litigation cases with respect to both pension and welfare benefit plan matters. With mergers or acquisitions, Tom regularly assists clients with the employee benefit issues that surround these transactions.

Estate Planning and Business Succession

Another focus of Tom's practice is his work in business succession and estate planning. Tom counsels individuals and business owners on sophisticated techniques to accomplish their estate planning and business succession objectives. This counseling often entails cutting-edge tax savings measures which dovetail with the client's personal and business objectives. Tom's counsel often encompasses creditor protection planning. Tom has served as an expert witness in probate court litigation matters in state and out of state.

Tom **SIGMUND**
DIRECTOR

CONTACT ME

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Employee Benefits & ERISA, chair

Estate Planning & Probate

Business & Tax

Business Succession & ESOPs



“To laugh often and much; to win the respect of intelligent people and the affection of children; to earn the appreciation of honest critics and endure the betrayal of false friends; to appreciate beauty; to find the best in others; ... to know even one life has breathed easier because you lived; this is to have succeeded.”

- Excerpt from “Success,” Ralph Waldo Emerson



Tom SIGMUND DIRECTOR

CAREER HIGHLIGHTS

Listed in Best Lawyers of America®, 1997-present, in both Employee Benefits and Estate Planning practice areas.

Recognized as an Ohio Super Lawyer® by *Law & Politics* magazine. Ohio Super Lawyers are said to represent the top 5 percent of the legal profession.

Martindale-Hubbell Rating of AV, which indicates very high to preeminent legal ability and very high ethical standards as established by confidential opinions from members of the bar.

Serving as an adjunct professor for Capital University Law School's LLM program, teaching Executive Compensation.

PROFESSIONAL MEMBERSHIPS

Columbus Bar Association, member

Ohio State Bar Association, member

Columbus Estate Planning Council, member, past chair

Columbus Foundation, Legal Advisory Committee, member

Society of Financial Service Professionals - National Executive Board, member; Columbus Chapter, past president

PUBLICATIONS & PRESENTATIONS

“Certainty in Uncertain Times,” a chapter to be published in *Inside the Minds: Estate Planning Client Strategies*, 2012 ed., published by Aspatore Books, a Thomson Reuters business

“Hot Topics for Employee Benefits,” presented to HRACO, June 2012

“Cash Balance Pension Plans,” *Smart Business*, January 2012

“Fiduciary Duties in Turbulent Times,” presented to the Society of Financial Services Professionals, 2010 Forum

“Estate Tax Turmoil,” *Smart Business*, April 2010

“Responsibilities of Qualified Plan Fiduciaries,” presented to the Columbus Estate Planning Group, March 2009

BAR ADMISSIONS

Ohio

U.S. District Court, Southern District of Ohio

U.S. Tax Court

EDUCATION

Juris Doctorate (1978)

The Ohio State University Moritz College of Law

Bachelor of Arts, Political Science(1975)

The Ohio State University

Cum laude