



THOMAS P. GIES

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Tom Gies is a founding partner of Crowell & Moring LLP's Labor and Employment practice group, based in Washington D.C. He leads the firm's ERISA litigation team. In addition to employee benefits matters, Tom's practice concentrates on complex litigation of labor and employment law disputes, including class action litigation.

Tom's ERISA experience has encompassed a variety of issues involving retirement and 401(k) plans. He represented respondents in *LaRue v. DeWolff Boberg & Associates, et al.* 128 S.Ct. 1020 (2008). Following the Supreme Court's remand, the case was dismissed with prejudice in October, 2008. Tom has significant experience in litigating a variety of issues involving ERISA welfare plans, including: retiree medical plan disputes; benefit claims litigation; and ERISA preemption of common law claims against employers, plan sponsors and fiduciaries. Tom's practice also involves the impact of corporate reorganizations and transactions on ERISA plans; prohibited transaction issues; ERISA Section 510 retaliation claims; and MPPAA withdrawal liability disputes. Tom's experience includes counseling numerous companies regarding employment law and ERISA issues presented in corporate transactions.

Tom is a member of the American Bar Association Sections of Labor and Employment Law and Litigation. Tom is a frequent seminar speaker on a variety of employment law and employee benefits topics and a member of the faculty of the Practising Law Institute's National ERISA Litigation program. Tom has authored numerous articles on employee benefits topics, including *The Maryland Wal-Mart Bill, Is It Preempted by ERISA?*, 32 Employee Rel. L. J. 3 (2006). Tom's most recent publication is *Leaving Well Enough Alone: Reflections on the Current State of ERISA Remedial Law*, in *Symposium: The Grand Irony? The Intersectionality of ERISA Preemption and Remedial Law*, Hofstra Labor & Employment Law Journal 2009 (forthcoming).

Tom is a 1976 graduate of the George Washington Law School, where he graduated with honors and was a member of the Law Review. In 1972, Tom received his undergraduate degree with honors from the University of Notre Dame. He is a member of the bars of Illinois, Florida and the District of Columbia. Tom is married and has an nineteen-year-old daughter.