



## DOUGLAS L. HANISCH PARTNER

WICHITA OFFICE  
1551 N. Waterfront Parkway, Suite 100  
Wichita, KS 67206-4466

T: 316.291.9748

[dhanisch@foulston.com](mailto:dhanisch@foulston.com)

### PROFILE

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Mr. Hanisch is well known as an attorney in the benefits community. Mr. Hanisch enjoys Martindale-Hubbell Law Directory's highest "AV" rating for lawyers and has been selected by his peers for inclusion in *The Best Lawyers in America*®, the *Missouri & Kansas Super Lawyers*® list, and *Chambers USA* as a leading employment attorney in the United States. He advises a diverse and broad spectrum of clients regarding their employee benefit plans and practices. Areas of emphasis include retirement plans, group insurance plans, flexible benefits and cafeteria plans, and nonqualified deferred compensation arrangements. In 2013, 2018, and 2024, he was recognized by *Best Lawyers*® as the Wichita Employee Benefits (ERISA) "Lawyer of the Year."

### Education

- New York University (LL.M., Taxation, 1984)
- Washburn University (J.D., 1983)  
cum laude, Editor - *Washburn Law Journal*
- University of Northern Iowa (B.A. in Accounting, 1980)

### Admissions

- Kansas (1984)

### PRACTICE AREAS

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- Employee Benefits & ERISA
- ERISA Litigation
- Startup/Entrepreneurship
- Taxation
- Employment & Labor
- Healthcare

## INDUSTRIES

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- Healthcare

## COMMUNITY INVOLVEMENT

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- Fundamental Learning Center, Board Member (2013-current), Chair of Finance and Executive Committee Member (2014-current)
- Ronald McDonald House, Board of Directors (1989-1994) Chairman (1991-1992)
- AWANA Youth Program, Registrar (1994-1998) Commander (1999-2000)

## PROFESSIONAL MEMBERSHIPS, AFFILIATIONS, AND HONORS

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- Recognized by Best Lawyers® as the 2013, 2018, and 2024 Wichita Employee Benefits (ERISA) "Lawyer of the Year"
- Selected by peers for inclusion in *The Best Lawyers in America*® in the area of Employee Benefits (ERISA) Law, 1995-2025
- Selected for inclusion in Missouri & Kansas Super Lawyers® List, 2006-2009 (a Thomson Reuters business)
- Identified by Chambers USA as a leading lawyer in the United States in the area of Employment Law, 2011-2016, and Employee Benefits & Executive Compensation, 2019-2024
- American Bar Association
- Kansas Bar Association
- Iowa Bar Association
- Wichita Bar Association

## PRESENTATIONS

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### 2023

- Employee Benefits Update: Secure Act 2.0 and Other Developments (Foulston Siefkin LLP, Employment Law Institute)

### 2019

- What's Hot in Employee Benefits? (Foulston Siefkin LLP, Kansas Employment Law Institute)

### 2010

- Application of the Health Care Reform Act to the Workplace (Foulston Siefkin Health Care Reform Workshop)

# FOULSTON

ATTORNEYS AT LAW

- Health Care Reform Synopsis for the CFO (Foulston Siefkin CFO Forum)

## PUBLICATIONS

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### 2005

- Amazing grace: IRS Offers Relief from Use-It-Or-Lose-It Rule for Cafeteria Plans  
-Kansas Employment Law Letter

### 2004

- Group health plans: Are you ready for 2005?  
-Kansas Employment Law Letter

## ISSUE ALERTS

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### 2023

- Securing a Strong Retirement Act of 2022 (Secure 2.0) Passed Into Law

### 2005

- PAYROLLGUIDANCE: IRS SUSPENDS INFORMATION REPORTINGREQUIREMENTS FOR DEFERRED COMPENSATION

### 2004

- New Rules Affect Executive Compensation Plans
- Group Health Plans: Are You Ready for New COBRA Notice Rules Effective in 2005?