



DOUGLAS L. HANISCH

PARTNER

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PROFILE

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

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

INDUSTRIES

- Healthcare

COMMUNITY INVOLVEMENT

- 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

- 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

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

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

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?