

D. Finn Pressly

Shareholder

Wells Fargo Center
333 SE Second Avenue, Suite 2700
Miami, FL 33131
main: (305) 400-7500
direct: (305) 400-7579
fax: (305) 603-2552
fpressly@littler.com

321 North Clark Street
Suite 1100
Chicago, IL 60654
main: (312) 372-5520
fax: (312) 372-7880
fpressly@littler.com



Focus Areas

Employee Benefits
ERISA and Benefit Plan Litigation
Appellate Practice
Workplace Privacy and Data Security

Overview

Finn Pressly's practice focuses on employee benefits and executive compensation. He has extensive experience counseling clients on all aspects of health and welfare benefit plans, including issues related to:

- Plan design
- Summary plan descriptions
- All aspects of health care reform
- Health Insurance Portability and Accountability Act (HIPAA) privacy and security compliance
- Subrogation and claims reimbursement issues
- State and local compliance issues
- Wellness programs and consumer driven health care initiatives (including health savings accounts)
- Health care continuation coverage (COBRA)

Additionally, Finn has assisted clients with Health Care Reform compliance issues in the U. S. territories and possessions – including Puerto Rico, Guam, and the U. S. Virgin Islands. He is proficient in Spanish and is a member of the firm's Spanish Services Group.

Prior to joining Littler, Finn was an appellate attorney for one of Florida's largest law firms. His practice included extensive litigation support, including hearings and oral arguments, dispositive motions, jury instructions, and verdict forms.

Professional and Community Affiliations

- Member, International Pension & Employee Benefits Lawyers Association (IPEBLA)
- Member, Cuban American Bar Association

Recognition

- Named, The Best Lawyers in America®, 2021-2022
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2021

Education

LL.M. in Taxation, University of Florida, 2008

J.D., Notre Dame Law School, 2004

B.A., University of Notre Dame, 2001, *cum laude*

Bar Admissions

Illinois

Florida

Hawaii

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Northern District of Florida

U.S. District Court, Southern District of Florida

Publications & Press

Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Candid COVID Conversations: Vaccines Part 2 - Incentives

Littler Podcast

February 4, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

COBRA Is Temporarily Social Distancing from Its Election and Payment Deadlines

Littler ASAP

May 14, 2020

DOL Releases New Model COBRA Notices Amid Continued Wave of Litigation

Littler ASAP

May 5, 2020

Employee Benefit and Executive Compensation Provisions in the CARES Act

Littler Insight

March 30, 2020

IRS Issues High Deductible Health Plan Guidance Related to COVID-19

Littler ASAP

March 13, 2020

WPI Labor Day Report 2019

Littler WPI Report

September 3, 2019

HHS Proposed Regulations Remove Protections from the Affordable Care Act for Transgender Patients

Littler Insight

July 11, 2019

D.C. District Court Vacates Core Elements of New Association Health Plan Regulations

Littler ASAP

April 2, 2019

Will Some Employers Be Allowed to Stop Offering Group Health Coverage Under the ACA? Stay Tuned

Corporate Counsel

January 23, 2019

ACA Still in Effect, Despite New Federal Court Ruling

Littler ASAP

December 17, 2018

Proposed Rule Expands HRA Usage and Forecasts Safe Harbors for ACA Employer Mandate Compliance

Littler Insight

November 26, 2018

Have you HIRD? Massachusetts Employers Must File a Health Insurance Responsibility Disclosure Form by November 30

Littler ASAP

November 19, 2018

Littler's WPI Labor Day Report 2018

Littler WPI Report

August 30, 2018

Association Health Plans: How Do You Solve a Problem Like a MEWA?

Littler ASAP

June 21, 2018

IRS Resolves 2018 HSA Contribution Limit Confusion

Littler ASAP

April 27, 2018

Shanthi Gaur and Finn Pressly Return to Littler as Shareholders in Chicago

Littler Press Release

April 6, 2018

Treasury Releases Report on Employer Mandate Enforcement

Littler ASAP

April 12, 2017

HHS Expresses Interest in Pre-Existing Condition Exclusions

Littler ASAP

February 17, 2017

Littler Elevates 15 Attorneys to Shareholder

Littler Press Release

January 4, 2016

Top 10 Health Plan Traps for 2016

Society for Human Resource Management (SHRM)

August 18, 2015

CMS Announces Last-Minute Enforcement Delay for HPID Requirement

Littler ASAP

November 2, 2014

CMS Clarifies Health Plan ID Requirement for Wrap Plans

Littler ASAP

October 28, 2014

IRS Provides FICA Reporting, Withholding, and Other Guidance Regarding Married Same-Sex Couples

Littler Insight

October 7, 2013

The IRS Formal Guidance Recognizing Same-Sex Marriages Has Benefit and Payroll Implications for Employers

Littler Insight

September 16, 2013

IRS Announces That It Will Recognize All Same-Sex Marriages

Littler ASAP

August 29, 2013

Same-Sex Marriages and Benefit Plans After Windsor

Thomson Reuters Westlaw Journal Employment

August 28, 2013

Same-Sex Marriages and Benefit Plans After Windsor

Littler Insight

July 9, 2013

Two Wrongs Make a Right in Eighth Circuit's Denial of COBRA Penalties

Littler ASAP

February 4, 2013

Reviewing the SBC: Test Your Skills

Bloomberg BNA Pension & Benefits Daily

August 20, 2012

Littler's Chicago Office Lands a Group of Three Strengthening Firm's National Employee Benefits and Executive Compensation Practice

Littler Press Release

April 17, 2012

Health Care Reform in 2011: Year One of the New Normal

Cuban American Bar Association Briefs

Winter 2011

Reply Briefs: Rules and Protocol in the Battle for the Last Word

The Florida Bar Journal

March 2006

Speaking Engagements

Integrating Vaccines into Your Wellness Programs

October 7, 2021

Managing COVID's Impact on Your Benefit Plans

Miami, FL

October 1, 2021

COBRA Compliance Update: Easing the Outbreak Period Suspensions & COBRA Subsidies to the Rescue

April 1, 2021

FSA Relief and Surprise Billing Guidance Review

February 4, 2021

2020 Virtual Benefits Symposium: Addressing Issues in the New Normal

December 3, 2020

Putting Money to Good Use? Cafeteria Plans and Account-Based Plans

ABA 2020 Virtual Health and Welfare Benefit Plans National Institute

November 19, 2020

New COVID-Related Changes to COBRA Deadlines and Cafeteria Plan Guidance

June 4, 2020

Benefit Issues to Watch During the Coronavirus Crisis

March 26, 2020

Illinois Secure Choice Act: Understanding Your Role

October 10, 2019

Clearing Your Benefits Inbox: Tips for Handling the Benefits Tasks You've Been Avoiding

September 5, 2019

Clearing Your Benefits Inbox: Tips for Handling the Benefits Tasks You've Been Avoiding

Houston Employer Conference, Houston, TX

August 8, 2019

Is Your Plan Affected by the Proposed Changes to Section 1557's Nondiscrimination Rules?

July 11, 2019

Public/Private Health Care: Employer Involvement in Providing Health Care

17th Annual Biennial IPEBLA Conference, Lisbon, Portugal

May 21, 2019

Clearing Your Benefits Inbox: Tips for Handling the Benefits Tasks You've Been Avoiding

Littler Executive Employer® Conference, Phoenix, AZ

May 8, 2019

What's Hot in Employee Benefits

Chicago Bar Association

March 7, 2019

HSAs and High-Deductible Health Plans: A Refresher Course

November 1, 2018

2018 Ohio Regional Employer Conference

Cleveland, OH

October 18, 2018

Year-End Health Plan Review

October 4, 2018

Discrimination and Pension & Benefits Plans

Canadian Bar Association / ABA / IPBEBLA Global Pension and Employee Benefits Lawyers Conference, Boston MA

June 11, 2018

Understanding Wellness Programs

May 31, 2018

Health Check: Common Approaches to Welfare Benefits in Three Jurisdictions

IPEBLA's International Conference, Prague, Czech Republic

May 31, 2017

HIPAA and State Privacy Laws Governing Group Health Plan Data: Ensuring Compliance, Mitigating Risk

Center for Competitive Management Webinar

May 18, 2017

Employer-Sponsored Health Care Post-Affordable Care Act

May 11, 2017

Making Sense of Leaves of Absence

May 5, 2017

Benefit Plan Design in Hawaii Post-ACA

April 20, 2017

Bells and Whistles: The Truth about Medical Plan Add-Ons

April 7, 2017

Mental Health Parity: 5 Things You Didn't Know

March 3, 2017

COBRA Notice Litigation: Is Your Plan Next?

February 3, 2017

The Wave of the Future: HSAs! Five Things You Didn't Know About HSAs

January 6, 2017

The Long Goodbye: Post-Termination Health Benefits

November 4, 2016

Current Workplace Privacy Concerns (HIPAA & Wearables)

International Association of Privacy Professionals, Chicago, IL

October 11, 2016

Self-funded Health Plans: What Do We Have to Cover?

September 29, 2016

Littler's 6th Annual Brewers Briefing 2016

Milwaukee, WI

September 7, 2016

Discrimination in Benefit Programs – EEOC and HHS Finalize Rules

June 3, 2016

HIPAA Privacy Audits – Is HHS Coming for Your Health Plan?

May 6, 2016

How Responsible Are Employers for Employees' Well-Being?

May 4, 2016

Spring Cleaning: Break Your Bad Benefits Habits

April 1, 2016

Hands-On ACA Reporting Workshop

February 5, 2016

Open Enrollment Hangover – A Look Toward 2016

December 4, 2015

ACA Reporting Made Easy & Fun Part 2 of 2: Completing the 1095-C

November 6, 2015

ACA Coverage and Reporting Rules for Employees In Hawaii

October 14, 2015

ACA Reporting Made Easy & Fun - Part 1 of 2: Meet the 1095-C

October 2, 2015

Top 10 Health Plan Design Traps for 2016

August 7, 2015

ACA Enforcement — Brace for Impact! - A Monthly Employee Benefits Conversation

June 5, 2015

Wellness Workshop – Does your wellness program comply with the EEOC's new guidance? - A Monthly Employee Benefits Conversation

May 1, 2015

Temps, contractors, leased employees and the ACA - A Monthly Employee Benefits Conversation

March 6, 2015

ACA Reporting in 10 Easy Steps - A Monthly Employee Benefits Conversation

February 6, 2015

ACA Measurement Periods: 11th Hour Review - A Monthly Employee Benefits Conversation

December 5, 2014

Health Care Reform in Hawaii

November 20, 2014

Wellness Plans Under Attack! - A Monthly Employee Benefits Conversation

November 7, 2014

Reporting, Fees, and the HPID - A Monthly Employee Benefits Conversation

October 3, 2014

Top Five Health Care Reform Issues for Annual Enrollment - A Monthly Employee Benefits Conversation

September 5, 2014

Top Ten Ways to Save \$\$ In Your Employee Benefit Plans - A Monthly Employee Benefits Conversation

August 1, 2014

Sick of Healthcare Reform? - A Monthly Employee Benefits Conversation

June 6, 2014

Full-Time, Part-Time, Crunch Time! - A Monthly Employee Benefits Conversation

May 2, 2014

Springing Into Health Care Reform - A Monthly Employee Benefits Conversation

April 4, 2014

Navigating the Minefield of ERISA Litigation - A Monthly Employee Benefits Conversation

March 7, 2014

International Benefits: Are Your Plans Ready for Global Expansion? - A Monthly Employee Benefits Conversation

February 7, 2014

Happy New Year! - A Monthly Employee Benefits Conversation

January 3, 2014

2013 Benefits Round-Up - A Monthly Employee Benefits Conversation

December 6, 2013

Ready, Set, Enroll! - A Monthly Employee Benefits Conversation

November 1, 2013

Off the Grid – Do You Know Where Your Employees Are? - A Monthly Employee Benefits Conversation

October 4, 2013

Benefits For Same-Sex Spouses Post-DOMA - A Monthly Employee Benefits Conversation

September 6, 2013

Health Care Reform: The Doctor Will See You Now - A Monthly Employee Benefits Conversation

June 7, 2013

Hungry, Hungry HIPAA! - A Monthly Employee Benefits Conversation

May 3, 2013

Spring Cleaning - Clean Up Your Fiduciary Act - A Monthly Employee Benefits Conversation

March 1, 2013

Pay or Play – Decisions Today! - A Monthly Employee Benefits Conversation

February 1, 2013

Wellness Resolutions and the Wellness Revolution - A Monthly Employee Benefits Conversation

January 4, 2013

Behind the Scenes - Private Exchanges - A Monthly Employee Benefits Conversation

December 7, 2012

Domestic Partner Benefits: Managing Legal, Administrative and Tax Challenges

Center for Competitive Management Webinar

February 21, 2012

Bankruptcy Appeals

CLE Seminar - Florida Bar, Tampa, FL

March 2007

Joint and Several Liability in Florida

The Business of Insurance Litigation Seminar, Tampa, FL

October 2006