



## SARAH ROE SISE

### PARTNER

St. Louis, MO

314.342.8062

[ssise@armstrongteasdale.com](mailto:ssise@armstrongteasdale.com)



Sarah Sise practices exclusively in the heavily regulated and constantly evolving field of employee benefits and executive compensation. She advises a wide range of clients, including closely held companies, tax-exempt organizations and public companies.

Sarah brings over 20 years of experience to the firm and partners with clients to establish, design and implement qualified retirement plans, non-qualified arrangements, welfare and fringe benefit plans, and executive compensation programs. She also guides clients through plan audits and service provider changes.

This counseling involves advice regarding designing plans to best serve the client's workforce, complying with the complicated regulatory schemes that govern these benefits, and problem-solving for the myriad issues that arise for employers offering a broad range of benefits and incentive compensation programs. By monitoring and analyzing new legislation and regulations, Sarah is able to provide strategic, on-going counsel regarding compliance, employee communication and general operation of these plans.

Many employers face challenging administrative issues with 401(k) plans, Affordable Care Act compliance, equity and incentive compensation awards, and other benefit programs. Sarah assists employers with understanding these issues and managing risk related to benefit plans and compensation programs.

In addition, Sarah serves as co-chair of the firm's Inclusion Committee and is heavily involved in the Armstrong Teasdale Women's Inclusion Network. She works closely with firm management to ensure that the firm's programs and initiatives are carried out, and also supports the firm's involvement in local and national affinity organizations.

### EDUCATION

- University of Illinois (J.D., *magna cum laude*, 1997)
  - Order of the Coif
- Maryville University (B.S., *magna cum laude*, 1994)
  - Actuarial Science

### PROFESSIONAL ACTIVITIES

- The Missouri Bar
- Illinois State Bar Association

### SERVICES AND INDUSTRIES

Corporate  
Employee Benefits and  
Executive Compensation  
Tax  
Higher Education  
Technology  
Energy and Utilities

### ADMISSIONS

Missouri  
Illinois

- American Bar Association
- Armstrong Teasdale Inclusion Committee (Co-Chair), Women's Inclusion Network Committee (Member)

#### **CHARITABLE AND CIVIC INVOLVEMENT**

- Habitat for Humanity St. Louis (Board Member)

#### **ACCOLADES**

- *The Best Lawyers in America*®; Employee Benefits (ERISA) Law (2008-present); Lawyer of the Year (2016)

#### **BACKGROUND**

Prior to joining the firm, Sarah led the Employee Benefits & Executive Compensation Group at another St. Louis area firm.

## **EXPERIENCE**

#### **Acquisition of Distributor**

Represented a major beer and premium beverage distributor in the acquisition of another distributor in adjacent territory.

#### **Equity Incentive Program for Client**

Assisted a private equity firm with the design and implementation of equity incentive programs for key employees.

#### **Internal Revenue Service and Department of Labor Plan Audit Representation**

Represented several plan sponsors through Internal Revenue Service and Department of Labor audits of 401(k) and defined benefit pension plans. Assisted with the responses to information requests, in-person meetings, and negotiation of settlements and corrective action.

#### **Review of Benefit Plans Related to Acquisition**

Assisted an employer with the review of benefit plans in an acquisition. After identifying operational issues with the target's 401(k) plan, we provided assistance with required correction program filings, integration of the workforce into the client's plans, and merger of the target's 401(k) plan.

#### **Termination of Pension Plans for Large Employer**

Assisted a large employer with lump sum offerings and a complete termination of six pension plans after the company decided to take affirmative action to de-risk and terminate said pension plans.

## **THOUGHT LEADERSHIP**

July 18, 2019

**For Your Benefit Newsletter, July 2019**

April 1, 2019

**Eligible Employers Can Apply For Tax Credit For Paid Family, Medical Leave**

The Missouri Banker

February 25, 2019

**For Your Benefit Newsletter, February 2019**

October 25, 2017

**Increases Coming to Retirement and Welfare Plan Limits in 2018**

June 8, 2017

**Recent Supreme Court Ruling Spares Church Plans from the Surge of ERISA Fiduciary Duty Litigation**

December 14, 2016

**Limited Relief for Small Employers from ACA Restrictions**

October 24, 2016

**Colleges/Universities Granted Extended Relief for Premium Reductions in Connection with Student Health Insurance**

August 16, 2016

**Colleges and Universities Targeted in Class Action Lawsuits over Operation of Retirement Plans**