

Tara Schulstad Sciscoe

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Professional Experience

Tara Schulstad Sciscoe's primary area of law is employee benefits, including qualified and non-qualified retirement plans, 403(b) plans, 401(a) defined contribution and defined benefit plans, 457 eligible and ineligible plans, qualified excess benefit arrangements, health and welfare plans, defined contribution health care programs, severance plans, early retirement incentives, and phased retirement programs.

She additionally advises employers with respect to fiduciary duties, tax qualification issues, plan corrections, reporting and withholding, ERISA disclosure and reporting responsibilities, and benefit disputes. She assists both employers and executives in drafting and negotiating employment agreements and executive compensation programs.

Sciscoe works closely with public and private colleges, universities and other educational organizations, as well as with church plans and all other types of for-profit and non-profit entities.

Sciscoe graduated from Duke University in 1991 earning a Bachelor of Arts, cum laude, in psychology and political science. She earned her juris doctorate, cum laude and Order of the Coif, from the University of Michigan in 1994, where she was a contributing editor of the *Michigan Law Review*. Born in Indianapolis, Ind., Sciscoe joined Ice Miller in 1994.

Education

Bachelor of Arts in Psychology and Political Science, Duke University (1991)
University of Michigan Law School (1994)

Admitted to Practice

Indiana, United States Court of Appeals for the Sixth Circuit, United States Court of Appeals for the Seventh Circuit, United States District Court -

Northern District of Indiana, United States District Court - Southern District of Indiana, United States Tax Court

Professional Associations

Member, Indiana State Bar Association
Member, American Bar Association
Member, National Association of College and University Business Officers
Member, National Association of College and University Attorneys
Member, Section on Taxation, American Bar Association
Member, Membership and Member Services, National Association of College and University Attorneys

Published In

"Compliance with the New 403(b) Regulations," NACUANote, Fall 2008
"Should I Stay or Should I Go? Early Retirement Incentive Programs," Summer 2007, NACUA
"Take Control of Your Retirement Plan," November 2006, *NACUBO Business Officer Magazine*
"Rethinking Deferred Compensation Plans for Executives of Tax-Exempt Employers," *Journal of Deferred Compensation*, Aspen Publishers, Vol. 8, No. 3, Spring 2003

Speaking Engagements

"Impact of Health Care Reform on College and University Employee and Student Health Plans." NACUA 2010 Annual Conference, Washington, D.C., June 30, 2010
"Higher Education Retirement Income Issues: Roles and Responsibilities," NACUA 2010 Annual Conference, Washington, D.C., June 29, 2010
"The Impact of Health Care Reform on Employers," Sikich LLP, Aurora, Illinois, June 16, 2010
"The Impact of Health Care Reform on Colleges and Universities," University of Indianapolis and the Independent Colleges of Indiana, Indianapolis, Indiana, June 10, 2010
"Health Care Reform: Impact on Employers and Benefits Plans," Indiana Chamber of Commerce, French Lick, Indiana, May 19, 2010
"Health Care Reform: Impact on Employers and Benefit Plans," Indianapolis Chamber of Commerce, Indianapolis, Indiana, April 29, 2010
"Employee Benefits, Including Early Retirement Incentives," NACUA CLE Workshop, San Diego, Calif., March 18, 2010
"403(b) 5500 Data and Audit Issues," ASPPA Annual Conference, Washington, D.C., Nov. 4, 2009
"The Federal Stimulus Package, Workforce Adjustments and Displacements, and 403(b) Plans: Living with the New Regulations," Three Part Webinar Series, Illinois Colleges and Universities, April 14, 21 and 28, 2009

"Achieving 403(b) Retirement Plan Compliance by December 31st," NACUBO Tax Forum, Chicago, Ill., Nov. 18, 2008

"Big Changes are Happening in the 403(b) World - Are You Prepared?" Sikich LLP, Aurora, Ill., Sept. 10, 2008

"Understanding the Final 403(b) Regulations," College and University Professional Association for Human Resources, State of Indiana, Aug. 26, 2008

"Spring into Business - The Final Guide to the 403(b) Regulations," Independent Schools Association of Central States, May 2, 2008

"Finally, the 403(b) Regulations Go Final," Butler University and Independent Colleges of Indiana Seminar, Oct. 17, 2007

"The Numbers Game: 403(b), 409A, etc.," Indiana Association of School Business Officials, Oct. 4, 2007

"403(b) Final Regulations - A Practical Guide for School Corporations," Northern Indiana Educational Services Cooperative, Sept. 14, 2007

"Age Discrimination," Financial Services Program Annual Conference, Indiana State Teachers Association, April 10-12, 2007

"Negotiating Superintendent Contracts," Marion County Superintendent's Association, Jan. 27, 2007

"The Rules Have Changed - Are Your Employees at Risk for Tax Penalties?" Central Association of College and University Business Officers Annual Conference, Oct. 16, 2006

"The Big Picture in Human Resources," Ohio College and University Business Officers, July 19, 2006

"Employee Benefits: A Primer on How to Talk the Talk," National Association of College and University Attorneys Annual Conference, June 28, 2006

"Executive Compensation, The Future of Retirement Plans, and Early Retirement Incentive Plans," Great Lakes Colleges Association, June 14, 2006

"How to Stay Out of Trouble Part II - Common Compliance Issues in School Retirement and Retiree Benefit Programs," Indiana Association of School Business Officials, Oct. 18, 2005

"Employee Benefits Round-Up," Annual Conference, National Association of College and University Attorneys, June 28, 2005

"Non-Qualified Deferred Compensation Plans of Colleges and Universities," Tax Institute for Colleges and Universities, May 23, 2005

"Supplemental Retirement and Severance Pay: How to Recognize if Your School - and Your Employees - Have Problems Under the Tax Code and Other Federal Laws," ISTA Financial Services Corporation Educational Conference, May 3, 2005

"VEBAs: Where Do We Go From Here?" Indiana Association of School Business Officials, Sept. 22, 2004

"Controlling Fiduciary Exposure in a Post-Enron World," Annual Conference, National Association of College and University Business Officers, July 19, 2004

"Attracting and Retaining School Administrators," South Central Indiana School Superintendents Conference, July 15, 2004

"Alphabet Soup: ADEA, ADA, FMLA and COBRA," Indiana Chamber of Commerce, Jan. 29, 2002

"The Fundamentals of Non-Discrimination Testing," Church Plan Workshop, April 2001

"What is an ERISA Plan?" Indiana Chamber of Commerce, Jan. 30, 2001

"ERISA Basics," Indiana Continuing Legal Education Forum, Jan. 23, 2001

"Top Ten Fiduciary Failures," Risk Insurance Managers Association, Indiana Division, 2000

"Non-Qualified Deferred Compensation Arrangements," National Association of Financial and Insurance Advisors, March 2, 2000

"Qualified Domestic Relations Orders," Ice Miller Sponsored Breakfast Workshop, 2000

"Fiduciary Red Flags," Circle City Seminar, March 5, 1999

Community Involvement

Past President, Board of Directors, Social Health Association

Executive Committee Member, Board of Directors, Social Health Association

Member, Duke Alumni Advisory Committee for Indiana

Reported Cases

Fairfield Mfg. Co. v. Hartman, 132 F. Supp. 2d 1142 (N.D. Ind. 2001)

Eaton v. Onan Corporation, 117 F.Supp. 2d 812 (S.D. Ind. 2000).

Marriott Mgmt. Services Corp. v. School Employees Retirement System, Nos. 96-4191, 96-4194 (6th Cir. 1998)

Reilly v. Daly, 666 N.E.2d 439 (Ind. App. Ct. 1996)