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Lawrence (Larry) Grudzien, JD, LLM is an attorney practicing exclusively in the field of employee benefits. He has experience in dealing with qualified plans, health and welfare, fringe benefits and executive compensation areas. He has more than 28 years' experience in employee benefit law. He has extensive practice advising on all aspects of employee benefit law including : drafting and reviewing individually designed and prototype retirement plans, performing due diligence on employee benefit issues for merger, acquisition and outsourcing transactions and advising on administrative and design issues. Mr. Grudzien is author of "Simplified Employee Survivor Manual," co-author of "Designing & Administering 401(k) & Simple Retirement Plans," and a contributing editor for the *Journal of Pension Benefits*. Mr. Grudzien is also an adjunct faculty member of John Marshall Law School's LL.M. program in Employee Benefits and at the Valparaiso University's School of Law. He teaches a number of courses.

Mr. Grudzien has a B.A. degree in history and political science from Indiana University, J.D. degree from Valparaiso University School of Law and LL.M. degree in tax from Boston University School of Law. He is also a member of Great Lakes Area TE/GE Council of the Internal Revenue Service and a member of Indiana and Illinois Bars.

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