

Willam A. Cumming
Shareholder

Over 25 years of legal experience, with emphasis in Employee Benefits, Business, Employment, Employer Liability, Real Estate and Commercial Law

1993–Present *(and in consolidation with Moss & Barnett, P.A. in Minneapolis between 2000 and 2004)*
Hessian & McKasy, P.A. | Shareholder

Areas of Practice: Employee Benefits, Business, Employment, Employer Liability and Commercial Law.

1990–1993 | Lindquist & Vennum, Minneapolis, MN. | Attorney

Areas of Practice: Employee Benefits, Employment, Business and Commercial Law.

1986–1990 | Hansen, Dordell, Bradt, Odlaug and Bradt, St. Paul, MN. | Attorney

Areas of Practice: Employee Benefits, Employer Liability, Workers' Compensation and Insurance Law.

Education

Juris Doctor *University of Minnesota, Minneapolis, MN.*
Cum Laude, May 1986, Law Forum.

Master of Arts *University of St. Thomas, St. Paul, MN.*
May 1982, Public Safety Education and Administration.

Bachelor of Arts *University of Minnesota, Minneapolis, MN.*
March 1978, Psychology.

Other Employment

University of St. Thomas, St. Paul, MN.

Project Director, Juvenile Justice Education Project; 1984 - 1985. Responsibilities: Producing Continuing Education Courses for Criminal Justice Professionals Pursuant to Federal Grant.

City of Wayzata, Wayzata, MN

Police Officer, 1985 – 1986. Responsibilities: Patrol.

City of Burnsville, Burnsville, MN.

Police Officer; 1978 - 1984. Responsibilities: Training, Investigation and Patrol.

Hennepin County, Minneapolis, MN.

Senior Deputy Sheriff; 1977 - 1978. Responsibilities: Jail, Transportation and Civil Process.

Memberships

American Bar Association

Minnesota State Bar Association

Wisconsin State Bar Association

Hennepin County Bar Association

International Foundation of Employee Benefit Plans

Professional Distinctions

Expert Witness; *Withdrawal Liability, state court jury trial, Portland, OR.*

Community Service

Gillette Children's Hospital 1997–2012. *Contributing Sponsor of Annual Golf Tournament*

Saint Paul College Foundation 2008–2010. *Board Member*

United Way of St. Paul 1991–1995. *Member Citizen Review Committee, Basic Needs.*

Children's Hospital of St. Paul 1990–1991. *Co-Chair, Business Partners Campaign.*

Teaching

Center for Criminal Justice and Law Enforcement, Brooklyn Park, MN.

Instructor; Criminal Procedure, 1986 - 2112.

William Mitchell College of Law, St. Paul, MN.

Adjunct Professor, 1988 – 2008. Taught Negotiation and Drafting of Business Agreements.

University of St. Thomas, Minneapolis, MN.

Adjunct Professor, Graduate School of Education, 1998 - 2002.

University of Minnesota Law School, Minneapolis, MN.

Lecturer, 1987 - 1989.

Mankato State University, Mankato, MN.

Adjunct Faculty; Police Administration, Criminal Investigation and Criminal Procedure, 1989 - 1993.

Seminars And Publications

I have spoken on a variety of topics related to employee benefits, health care, workers' compensation and federal preemption at national and local seminars. A more detailed list is available upon request. All seminar presentation materials have been published. The primary relevant presentations include:

International Foundation of Employee Benefit Plans I have been a speaker and roundtable leader for the International Foundation for over 15 years. I have been on the committees planning and developing educational programs for the foundation. Topics I have presented on include:

- The New Form 990
- Withdrawal Liability for the Construction Industry
- Improving Transparency in Provider Agreements
- Collection Issues in Today's Environment
- Trust Fund Governance
- Pension Protection Act, an Overview
- Mergers Terminations and Plan Changes
- Pension Protection Act
- Changing Definition of Dependent
- Alternative Pension Investments
- Fiduciary Duties for Pension Investments
- Review of Vendors
- Preparing for and Handling DOL Audits
- Reallocation of Contributions
- RFPs
- Self-Audit Procedures
- State Health Care Reform Initiatives

Minnesota Institute of Legal Education I was the course chair of the annual program on Self-Insurance from 1992-1996. In addition, I have presented the following topics at other MILE programs:

- Retirement Plan Selection
- Preemption
- Beyond the Tax; MinnesotaCare's Impact on Self-Insured Plans
- ERISA Challenge to Legality of Financing of MinnesotaCare

Other Programs

Lorman Education: *"Employer Liability and Subrogation"*

Minnesota County Human Resource Managers Association: *"Conducting Internal Investigations of Employee Misconduct"*.

Hennepin Technical College Course in Advanced Fire Department Administration: *Employment Law and Civil Liability for Fire Service"*.