

Dana Latham Thrasher

PARTNER

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Dana specializes in ERISA, regularly advising employers, trustees and service providers concerning qualified retirement plans, non-qualified plans, fringe benefits, welfare benefits and executive compensation issues. She has developed significant expertise in the ERISA/employee benefits practice area, representing a large and diverse client base. She regularly advises clients regarding planning and evaluating benefit programs, establishing and administering employee benefit plans, monitoring compliance with applicable laws, resolving compliance issues, corporate restructuring and severance issues, employee stock ownership and incentive programs, and plan issues in mergers and acquisitions.

Dana is actively involved in professional organizations and speaks at educational conferences on various employee benefit plan topics. She has successfully resolved issues for clients with the Internal Revenue Service, Department of Labor, and Pension and Benefit Guaranty Corporation.

Before joining Constangy, Dana was an attorney with the law firm of Maynard, Cooper & Gale, P.C.

Honors & Recognitions

- Mid-South Super Lawyers® (2008-2017)
- Best Lawyers in America® (1995-2020)
- Chambers USA Guide®
- Martindale-Hubbell AV Preeminent® Peer Rated for Highest Level of Professional Excellence

Professional & Civic Associations

- Alabama State Bar Association
- District of Columbia Bar Association
- Profit Sharing Council of Alabama
- Birmingham Bar Association

Birmingham

Two Chase Corporate Drive
Suite 120
Birmingham, Alabama 35244

Practices

Employee Benefits & ERISA
Litigation

Practice Emphasis

Employee Benefits/ERISA
Executive Compensation

Industries

Construction
Manufacturing

Education

Cumberland School of Law of Samford University

- J.D., *summa cum laude*, 1989
- Editor - Cumberland Law Review; Curia Honoris; Cordell Hull Fellow

University of North Alabama

- B.S.W., *summa cum laude*, 1986
- Keller Key for Highest Academic Average in Graduating Class; Phi Alpha Delta Honorary

Dana Latham Thrasher

- Southern Employee Benefits Council
- Glenwood, Inc. - Board of Directors and Human Resources Committee for Mental Health Association
- Oak Mountain Youth Football and Cheerleading Volunteer

Bar & Court Admissions

Alabama, 1989

District of Columbia, 1991

Client Presentations & Firm Publications

- Don't Forget About the Affordable Care Act! An important reminder when determining health plan eligibility after a reduction of hours or during a leave of absence, 4.2.20
- Benefit relief and implications under the CARES Act, 3.31.20
- WEBINAR – COVID-19 in the Bay State: How Massachusetts' Emergency Measures Will Affect Employers, 3.31.20 Webinar
- Extension of income tax deadlines results in extension of deadlines for some benefits-related matters, IRS says, 3.26.20
- Benefits considerations in light of changing employment conditions and the COVID-19 pandemic, 3.24.20
- NEW ADMINISTRATION, NEW RULES: "Am I a fiduciary or not?", 2.10.17
- Reflecting on the Final Fiduciary Rule - Protection for Retirement Investors, 4.11.16
- WEBINAR SERIES - The "Supremes" Issue Significant Decisions During The 2013-2014 Term
- 4/3/14 (10:00-11:30 a.m. EDT) WEBINAR - Affordable Care Act Update: Implementing the New Employer Mandate Rules While Avoiding the Litigation Pitfalls, 4.3.14
- 4/2/14 (1:00-2:30 p.m. EDT) WEBINAR - Affordable Care Act Update: Implementing the New Employer Mandate Rules While Avoiding the Litigation Pitfalls, 4.2.14
- 4/2/14 (10:00-11:30 a.m. EDT) WEBINAR - Affordable Care Act Update: Implementing the New Employer Mandate Rules While Avoiding the Litigation Pitfalls, 4.2.14

Speaking Engagements & Industry Publications

"Costly Employee Benefits Issues to Recognize and Avoid," Jacksonville Annual Labor & Employment Law Workshop, March 2019