



**Lori Shannon focuses her practice on employee benefits and executive compensation. She is dedicated to providing legal solutions that are practical and synthesized through a business lens. With over 25 years of experience, Lori advises private and public companies of virtually all business structures and tax-exempt entities on the design and implementation of employee benefit and executive compensation plans and arrangements.**

Lori provides legal counsel pertaining to tax-qualified retirement plans, 403(b) plans, health and welfare benefit plans, nonqualified deferred compensation plans and equity-based incentive plans. She assists clients, many in the professional services arena and the healthcare industry, with the design and drafting of executive and physician employment agreements, as well as severance, retention and change in control agreements. Lori is also skilled in 409A and 280G compliance matters.

With a focus on providing actionable solutions, Lori assists clients with plan compliance and correction issues, as well as helps them negotiate contracts with plan service providers. She also offers fiduciary training to committees at the board and management levels and counsels clients on fiduciary governance.

Prior to the law, Lori worked as a certified public accountant (CPA). As a CPA, she served as a business and financial adviser, the foundation for her legal practice today. Lori's experience working as a CPA helps her to analyze complex information quickly, identify the risks associated with each situation, and design options grounded in sound business, legal and financial judgement.

Lori strives to consider all the business and legal issues when delivering advice that is based upon what is best for her client and works specifically for their organization. Regardless of the client or challenge at hand, she remains dedicated to cost-consciousness, seeking to ensure her clients realize their business objectives and support their workforce to thrive while also conserving their bottom line.

Because tax, benefits and executive compensation law is constantly

## Lori L. Shannon

### Partner

One N. Wacker Drive  
Suite 4400  
Chicago, IL 60606-2833

P 312-214-5664  
F 312-759-5646  
[lori.shannon@btlaw.com](mailto:lori.shannon@btlaw.com)

### EDUCATION

University of California, Berkeley School of Law, (Sustainable Capitalism and ESG Certificate ), 2022

DePaul University College of Law, (J.D.), magna cum laude, 1997, Order of the Coif, member of DePaul Law Review

Elmhurst University, (B.S. in accounting), summa cum laude, 1994

### BAR ADMISSIONS

Illinois

### LANGUAGES

English

### PRACTICES

Benefits and Compensation

Corporate

Environmental, Social and Governance

Labor and Employment

### INDUSTRIES

Financial Services

Healthcare

Hospitals and Healthcare Facilities

Hospitals and Other Healthcare Providers

Telecommunications

evolving, Lori seeks to help clients remain compliant with changing laws and adapt to new practices and regulations while also leveraging potential opportunities at the same time. A regular speaker and educator in the legal and business communities, Lori's passion for benefits law is manifest in her speaking engagements and writing on issues pertaining to tax-qualified retirement plans, 403(b) plans, health and welfare benefit plans, equity compensation arrangements and nonqualified deferred compensation plans.

## **Professional and Community Involvement**

Volunteer fundraiser, St. Edward Central Catholic High School and St. Mary School

Volunteer fundraiser, LE Gymnastics Boosters, Inc.

## **Honors**

The Best Lawyers in America, 2024