



Cathy Conrad

Partner

St. Louis
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PRACTICES

- Employee Benefits
- Taxation
- Corporate

EDUCATION

- New York University School of Law, LL.M. Taxation, 1988
- Washington University School of Law, J.D., 1983
- Northwestern University, B.A. Economics and Political Science, 1980

ADMISSIONS

- Illinois
- Missouri

AFFILIATIONS

- American Bar Association, Section of Taxation
- The Missouri Bar
- The Bar Association of Metropolitan St. Louis, Employee Benefits Section and Taxation Section
- Employee Benefits Association of St. Louis, WEB Network of Benefits Professionals

EMPLOYMENT

- Thompson Coburn LLP Partner, 1996-Present Associate, 1983-1996

Cathy focuses her practice on employee benefits, taxation and closely-held businesses.

She advises clients on all issues with respect to the design, implementation, qualification and administration of all types of tax-qualified plans, including pension plans, 401(k) plans, and ESOPs.

Cathy helps clients with day-to-day employment tax questions related to qualified and non-qualified plans, and resident and non-resident aliens. With the passage of healthcare reform, she has developed a special focus on counseling employers on how to ensure their group health plans comply with new tax reporting requirements under the ACA.

Cathy has handled all stages of IRS and DOL audits of plans, and provides strategic support to clients handling their own audits. She walks clients through the audit process, helps them locate needed documents, and assists with the drafting of proactive responses to reporting agencies. She also works closely with HR professionals to address problems, such as tax withholding or misclassified employees, on a going-forward basis to comply with state and federal guidelines.

Cathy draws on her general corporate experience to advise closely-held businesses and executives on stock options, incentive compensation plans and ESOPs, which frequently draw the scrutiny of DOL auditors.

Cathy is detail-oriented and well organized. She prides herself on being a team player who can discuss complex tax issues with HR professionals on a practical level.

Recognitions

- Listed in The Best Lawyers in America (by BL Rankings), 2016-2025