



## John R. Kirk

### CONTACT

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### Downtown Cincinnati

312 Walnut Street, Suite 1800  
Cincinnati, OH 45202

### EDUCATION

Georgetown College, B.S., Accounting, 1999

### LAW SCHOOL

University of Kentucky College of Law, J.D.,  
2002

### BAR ADMISSIONS

Commonwealth of Kentucky  
State of Tennessee  
State of Ohio  
U.S. Supreme Court  
U.S. Tax Court  
U.S. Court of Federal Claims  
U.S. Court of Appeals - Sixth Circuit  
U.S. District Court - Eastern District of  
Kentucky  
U.S. District Court - Middle District of  
Tennessee

### AREAS OF PRACTICE

Benefits  
Employment and ERISA Litigation  
ERISA Advisory Services  
Executive Compensation  
HIPAA  
Pension Issues  
Retirement Plans  
Welfare Benefit Plans

### COMMUNITY OUTREACH

Boy Scouts of America Dan Beard Council -  
Board Member (2016-2019)  
2019 Peterloo Planning Committee  
2021 Peterloo Planning Committee  
Boy Scouts of America Dan Beard Council -  
Trailblazer District Chairman (2016-2019)  
Boy Scouts of America Troop 805 - Union KY  
- Scoutmaster  
The Henry Hosea House - Volunteer

John practices exclusively in the employee benefits/executive compensation field. He works with clients to design, implement, and administer all types of retirement, pension, health and welfare employee benefit plans. In addition, he works with clients on all issues related to the offering of benefits to employees, including the following:

- Health Care Reform
- CARES Act
- SECURE Act
- Reporting and disclosure requirements
- COBRA and HIPAA
- Cafeteria plans (including health and dependent care flexible spending accounts), and;
- HSAs, FSAs, and HRAs

Immediately prior to joining Graydon, John was in-house counsel and Director of Compliance for USI, the largest insurance brokerage firm in Ohio and Kentucky, and one of the largest benefits brokers in the nation. Prior to USI, John was in private practice in Nashville, TN and Northern KY. He began his career at the U.S. Department of Labor, Employee Benefits Security Administration where he was involved in employee benefits compliance investigation matters.

A significant part of John's practice is to represent clients on employee benefit matters involving the Internal Revenue Service, the U.S. Department of Labor and the Pension Benefit Guaranty Corporation, in disputes, plan audits, and IRS and DOL plan correction programs. He also counsel clients on employee benefits issues which arise in connection with mergers, acquisitions and other business transactions. John lives in Union, KY with his wife, Casey, son, Jack, and daughter, Nancy.

## AFFILIATIONS

Kentucky Bar Association