



# KIRSTEN L. VIGNEC

Shareholder

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## PRACTICE FOCUS

Executive Compensation  
Health & Welfare Plans  
Professional Employer Organizations  
Qualified Retirement Plans  
Tax Exempt Organizations  
Fiduciary & Prohibited Transactions  
Tax  
Automotive  
Employee Benefits & Executive Compensation  
Representation Before Federal Agencies

## EDUCATION

James Madison University,  
B.B.A., 1991

George Mason University  
School of Law, J.D., 1997

## BAR ADMISSIONS

American Bar Association  
The Florida Bar

**With over 20 years of experience in the area of employee benefits, Kirsten Vignec helps her clients navigate complex regulatory requirements through her ability to explain the issues in layman's terms.**

Kirsten is chair of the Executive Compensation & Employee Benefits Group. Her practice involves advising and counseling employers on all employee benefit matters. Kirsten's clients include tax-exempt entities, for-profit, private, and publicly-traded companies.

She regularly counsels employers with regards to the design, maintenance and ongoing administration of executive deferred compensation plans for profit and tax exempt entities, health and welfare plans and qualified retirement plans. Kirsten represents clients before the IRS, DOL, and the PBGC with respect to audits, investigations and plan corrections. She provides employers with advice on complying with its fiduciary responsibilities and best practices with regards to plan governance. Kirsten also provides support with respect to employee benefit matters for clients that are involved in corporate transactions.

Outside the office, Kirsten enjoys spending time with her husband and two teenage daughters.

## HONORS

- AV Preeminent® Rating, Martindale-Hubbell Peer Review

## KIRSTEN L. VIGNEC

Hillsborough County Bar Association

The State Bar of California

The District of Columbia Bar

- Chambers USA: America's Leading Lawyer, Employee Benefits & Executive Compensation (2022-2025)
- *The Best Lawyers in America*® (2010-2023)
- *TAMPA Magazine's* Top Lawyers (2025)
  - Employee Benefits (ERISA) Law

### EXPERIENCE

- Advise multinational clients on benefit requirements for ongoing employee transfers in and out of the United States.
- Assisted a client post-merger in the consolidation of the health and welfare plans, Section 403(b) and Section 401(a) plans, Section 457 (b) plans and frozen pension plans.
- Advise clients on compliance issues relating to COBRA, HIPAA, ACA reporting and disclosure.
- Amend client plans to comply with changes in the law and provide related updated to plan materials.
- Provide comprehensive advice to clients on employee benefit matters and the effect of COVID leaves and furloughs.
- Regularly assist clients in navigating retirement plan qualification corrections through the IRS' Employee Plans Compliance Resolution System (EPCRS).
- Respond to penalty assessments under the employer shared responsibility provisions of the Affordable Care Act on behalf of clients.
- Provide fiduciary training to employers and employee benefit plan committees.
- Assist clients in developing best practices as it relates to plan governance, including establishing committees and drafting committee charters and investment policy statements.
- Address due diligence and employee benefit transition matters for clients involved in corporate transactions.

### COMMUNITY & PROFESSIONAL

- Alliance for Independence: Board of Directors
- American Bar Association: Tax Section
- The Florida Bar: Tax Section

**NEWS & INSIGHTS**

Hill Ward Henderson Advises Cydeo Wealth Partners in Strategic Minority Investment by Rise Growth Partners  
Firm News, 3.16.26

Hill Ward Henderson Advises QOL Medical on Acquisition of Evoke Pharma  
Firm News, 1.12.26

Hill Ward Henderson Advises SemiLab International In Sale of Unique Materials Composition and Electrical Analysis Product Lines to Onto Innovation Inc.  
Firm News, 11.19.25

Hill Ward Henderson Advises McNICHOLS CO. in Partnership with One Equity Partners  
Firm News, 10.6.25

Hill Ward Henderson Advises Semilab International in Sale of Materials Analysis Business to Onto Innovation Inc.  
Firm News, 7.10.25

Hill Ward Henderson Attorneys and Practices Receive 2025 Chambers Recognition  
Firm News, 6.5.25

Thirty-Eight Hill Ward Henderson Attorneys Recognized in *Tampa Magazine's* 2025 Top Lawyers  
Firm News, 1.6.25

Hill Ward Henderson Advises Scott's Liquid Gold-Inc. in Reverse Merger with Horizon Kinetics LLC  
Firm News, 8.8.24

Hill Ward Henderson Attorneys and Practices Receive 2024 Chambers Recognition  
Firm News, 6.6.24

Twenty-Nine Hill Ward Henderson Attorneys Recognized in *Tampa Magazine's* 2024 Top Lawyers  
Firm News, 1.3.24

Hill Ward Henderson Attorneys and Practices Receive 2023 Chambers Recognition  
Firm News, 6.1.23

**KIRSTEN L.  
VIGNEC**

Eighty-One Hill Ward Henderson Attorneys Cited in The Best Lawyers in America 2023 Publication  
Firm News, 8.18.22

Hill Ward Henderson Attorneys and Practices Receive 2022 Chambers Recognition  
6.1.22

Hill Ward Henderson Represents Asbury Automotive Group in Acquisition of Stevinson Automotive  
Firm News, 12.8.21

Seventy Six Hill Ward Henderson Attorneys Cited in The Best Lawyers in America 2022 Publication  
Firm News, 8.19.21

Kirsten L. Vignec Appointed to the Alliance for Independence Board of Directors  
Firm News, 9.30.20

Hill Ward Henderson Represents Asbury Automotive Group in Acquisition of Park Place Dealerships  
Firm News, 8.26.20

67 Hill Ward Henderson Attorneys Cited in The Best Lawyers in America 2021 Publication  
Firm News, 8.20.20

2019 Best Lawyers Cites 46 Hill Ward Henderson Attorneys & Names Six "Lawyer of the Year"  
Firm News, 8.16.18

2018 Best Lawyers Cites 44 Hill Ward Henderson Attorneys & Names Five "Lawyer Of The Year"  
Firm News, 8.15.17

2017 Best Lawyers Cites 44 Hill Ward Henderson Attorneys & Names Two "Lawyers Of The Year"  
Firm News, 8.15.16

2016 Best Lawyers Cites 40 Hill Ward Henderson Attorneys & Names Five "Lawyer of the Year"  
Firm News, 8.17.15

2014 Best Lawyers Cites 42 Hill Ward Henderson Attorneys & Names Three "Lawyer Of The Year"  
Firm News, 8.30.13

## KIRSTEN L. VIGNEC

Hill Ward Henderson Shareholder To Present At Association Of Legal Administrators Region Two Conference & Expo  
Firm News, 8.1.12

Best Lawyers In America  
Firm News, 7.31.12

Hill Ward Henderson Hosts Webinar – "Health Care Reform Update"  
Firm News, 5.2.12

### ARTICLES & PUBLICATIONS

- "Urban Legends: Health and Welfare Benefit Plan Myths and the Stories Behind Them" Health Benefits Conference and Expo, January 2019
- "Do You Really Know Who Has the Authority to Make Plan Decisions?" 2017 HR Florida Conference and Expo.
- QDROs Demand the Attention of CPAs. (September 30, 2016). 2016 Accounting and Business Show on behalf of Florida Institute of Certified Public Accountants (FICPA).
- ERISA Reality Check: Top ERISA Myths and the Real Stories Behind Them. (August 29, 2016). 2016 HR Florida Conference & Expo.
- The Small Employer Tax Credit. (April 2011). *PEO Insider*, 15, 3.
- Health Care Reform: One Year Down, Eight More to Go. (Winter 2011). *HR Florida Review*.

### CLIENT ADVISORIES

IRS Provides 2-Year Grace Period for Roth Catch-Up Contribution Requirement Under Secure 2.0  
Advisory, 9.7.23

DOL Releases Cybersecurity Guidance For Retirement Plans  
Advisory, 5.24.21

Update On the ARPA Cobra Subsidy: DOL Releases Additional Guidance and Model Notices  
Advisory, 4.15.21

### NOTEWORTHY

*Chambers USA* ranks the leading lawyers and law firms across the USA. Legal rankings are based on in-depth market analysis and independent research, conducted by an experienced team of researchers. Individual lawyers are ranked in their practice area(s) based on legal knowledge and experience, ability, effectiveness and

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client service.

*"Kirsten is fantastic to work with, her sophistication and practicality are unmatched." Client quote, Chambers USA 2024*

*"She handles all issues in a prompt and thorough manner." "Kirsten and her team greatly help navigate the complexity and nuances of our benefit plans." Client quote, Chambers USA 2023*

*"She is very capable." Client quote, Chambers USA 2022*