



## Wesley H. Covert

**Partner**

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Wesley joined Laner Muchin in 2008 as an associate and has been a partner at the firm since 2014. Wes concentrates his practice on employee benefit plan compliance and offers practical advice to provide beneficial outcomes for his clients. Wes represents a number of Taft-Hartley, multi-employer plans, plan fiduciaries, contributing employers and employer associations in various matters including plan design and compliance, audits, fiduciary responsibility and corporate governance. Wes' experience with a myriad of benefit issues equips him to offer his clients practical solutions in this ever-changing, complex area of the law.

Wes also counsels single employers in various industries as to compliance with various federal laws, especially ERISA and the Affordable Care Act. Wes also regularly guides clients through the correction programs available through the IRS and DOL and has extensive experience working with regulatory agencies during benefit plan audits. In Illinois, Wes advises governmental clients on various state and municipal pension matters, PSEBA and other benefit matters.

Wes was most recently selected for recognition in *The Best Lawyers in America® 2024* for Employee Benefits. He is a frequent speaker and author on various benefit topics and editor of the Firm's e-newsletter, *The Fast*

## Practice Areas

### Counseling and Transactional

- Mergers and Acquisitions

### Employee Benefits and Executive Compensation

- Affordable Care Act, HIPAA and COBRA Compliance
- Executive and Non-Qualified Deferred Compensation Benefits
- Health and Welfare Benefit Plans
- IRS, DOL and PBGC Audit and Correction Counseling
- Multi-Employer / Taft-Hartley Plans
- Retirement Plans



## Wesley H. Covert

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*Laner.* Wes is originally from West Union, Ohio, and resides in Chicago, Illinois with his wife and two daughters.

### HONORS, MEMBERSHIPS AND PUBLICATIONS

- Named Illinois Emerging Lawyer by Leading Lawyers for several years
- Recognized in Best Lawyers in America 2024 for Employee Benefits (ERISA) Law
- Member, Illinois State Bar Association, American Bar Association, Human Resources Management Association of Chicago, International Foundation of Employee Benefit Plans
- Author, *ACA and ERISA Update*, Illinois State Bar Association Employee Benefits Newsletter, September 2017
- Author, *U.S. Supreme Court Clarifies The Definition Of "Church Plan" Under ERISA*, The Fast Laner, June 2017
- Author, *Small Employers Can Ring In The New Year With A Brand New Health Reimbursement Arrangement Benefit*, The Fast Laner, January 2017
- Author, *Safe Harbor 401(k) Notices Webinar*, Distinguished Faculty of Lorman Education Services, September 2016
- Co-Author, *Use of Mandatory Arbitration Provisions to Recoup Money Owed to ERISA Plans*, ERISA Compliance & Enforcement Library BNA, 2010
- Certificate in Alternative Dispute Resolution, The Ohio State University, Moritz College of Law, 2003

### Experience

Below are representative samples of the types of matters Wes handles on behalf of Laner Muchin clients:

- ✓ Representing various multiemployer plan Boards of Trustees on numerous benefit-related matters.

### Education

Taylor University, B.A., Business Administration, 2000

The Ohio State University, Moritz College of Law, J.D., 2003

Certificate in Alternative Dispute Resolution, The Ohio State University, Moritz College of Law, 2003

The John Marshall Law School, LL.M., *with honors*, Employee Benefits, 2008

### Admissions

Illinois

U.S. District Court for the Northern District of Illinois



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- ✓ Extensive experience guiding clients through the IRS and DOL correction programs for plan document failures, operational errors, and fiduciary breaches.
- ✓ Advising clients on all aspects of health and welfare plan compliance, including the Affordable Care Act, HIPAA, Cafeteria Plan Rules, COBRA, ERISA and state law requirements.
- ✓ Providing support during regulatory audits by the IRS and DOL.
- ✓ Conducting benefit plan internal audits to prevent future compliance issues.
- ✓ Advising clients on plan design; drafting of plan documents; negotiating service provider agreements; and handling benefits issues in mergers and acquisitions.
- ✓ Assisting plan sponsors with day-to-day administrative efforts, including benefit claims and appeals, QDRO determinations, and participant communications.

## News, Events, and Publications

**Laner Muchin Partners to Share Key Insights at Upcoming Annual Fall Employment Law Conference**  
10.20.2025

**34 Laner Muchin Attorneys Honored in 2025 Leading Lawyers Publication**  
02.27.2025

**Wesley Covert to Share DOL Health Plan Audit Insights at Upcoming Webinar**  
08.27.2024

**Fifteen Laner Muchin Attorneys Listed Amongst Leaders in Their Field by *The Best Lawyers in America* 2024**  
08.17.2023



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**Wes Covert, Monica Lasky and Chad DeGroot Will Examine COBRA Subsidies and Legal Requirements Under the American Rescue Plan Act in Upcoming Laner Muchin Webinar**

05.06.2021

“Recent Class Action Lawsuit Involving Yale University’s Wellness Program Is A Cautionary Tale For Employers,” Among The Most Popular Class Action Posts for all of 2019 on JD Supra

12.24.2019

Laner Muchin Partner Wes Covert Presented at the National Conference of the Christian Legal Society  
11.19.2019

Laner Muchin Partner Wesley H. Covert Participated on a Panel for the Bank of America Retirement and Benefit Plan Services 2019 Client Conference

05.02.2019

Laner Muchin Attorney Wesley Covert Discussed Analyzing Health Care Medication Costs at the Chicago CHRO Leadership Summit

06.05.2018

Twenty-Seven Laner Muchin Attorneys Named 2018 *Illinois Leading & Emerging Lawyers*

01.01.2018

Supreme Court Emphasizes Requirements About Selecting and Monitoring Plan Investments

09.21.2015

## Fast Laner

**Reminder: Chicago Employers Must Comply with City’s Harassment Training Requirements by June 30th Deadline**

*Wesley Covert, 06.07.2024*



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**City of Chicago Significantly Expands Paid Leave Requirements Starting December 31, 2023**

*Wesley Covert, Amber Peters and Darin Williams, 11.17.2023*

**New Illinois Commuter Benefit Requirement Will Have Certain Employers on the Move**

*Wesley Covert, 10.19.2023*

**Employers Face Another Annual Disclosure for Their Group Health Plan Related to the No Surprises Act: “Gag Clauses”**

*Wesley H. Covert, 03.27.2023*

**Reminder: Deadline for Prescription Drug and Certain Medical Claim Reporting is December 27, 2022**

*Wes Covert, 12.06.2022*