



**BULLIVANT  
HOUSER**



## **ADAM THOMAS**

Of Counsel

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Adam has dedicated his practice to advising trust funds and individual employers on compliance with labor & employment laws and health & welfare regulations to minimize their risk. For almost a decade, he has counseled clients on all aspects of ERISA, HIPAA, Affordable Care Act, Medicare and Medicaid, FMLA, COBRA, and IRS/DOL statutes and regulations governing employee benefit plans. He brings extensive experience working with trustees and trust administrative staff with multi-employer Taft-Hartley pension plans, and public sector and tax-exempt trust funds.

Adam also helps single employers navigate ERISA compliance matters and has represented clients in a wide array of labor & employment disputes. Skilled in negotiation and developing solid defense strategies, he is focused on clients' best interests, diligently analyzing cases and driving positive outcomes to complex legal matters. Adam works tirelessly to make his clients' lives easier, delivering peace of mind that their issues will be resolved timely, and as efficiently as possible. Clients appreciate that he is approachable, responsive, and has a unique ability to clearly translate complicated topics into terms they can understand. His priority is to present each client with different perspectives on existing issues, supported by a well-researched analysis that includes a range of options and associated risks to the client based on the best legal strategy for their organization.

Adam previously worked as dedicated legal counsel to California Schools VEBA, one of the nation's largest 501(c)(9) healthcare trust funds. Leveraging this experience, he understands the issues and changes in the regulatory environment, and how to stay in compliance as a dedicated fiduciary to an organization.

### **PRACTICE AREAS**

Employment Counseling & Litigation  
ERISA & Employee Benefits

### **EDUCATION**

- Northeastern University School of Law – J.D.
- University of Massachusetts – B.S., Business Administration

### **BAR ADMISSIONS**

- California, 2014

## ADAM THOMAS

### PROFESSIONAL AND CIVIC INVOLVEMENT

- International Foundation of Employee Benefits Plans
- American Bar Association, Joint Committee on Employee Benefits
- San Diego County Bar Association
- Tom Homann L.G.B.T. Law Association

### PUBLICATIONS AND PRESENTATIONS

- Thomas, Adam, I.F.E.B.P. Benefits Magazine - Secure Choice: State-Based Retirement Plans Move Forward Despite Regulatory & Legal Headwinds (October 2018)