

# GEORGE F. CICOTTE

*The Cicotte Law Firm, PLLC  
2803 Sarah Court  
Kennewick, Washington 99338  
(509) 783-6699*

## LEGAL EXPERIENCE

### **THE CICOTTE LAW FIRM, PLLC**, Kennewick, Washington.

*Attorney and Owner*, May, 2002 – present.

- Develop practice by building and strengthening client relationships and by training attorneys and staff.
- Advise clients on ERISA and Code compliance, plan design and transactions affecting benefits.
- Resolve disputes including cases in litigation, defense of benefit claims, fiduciary claims for reimbursement, withdrawal liability demands and various claims by enforcement agencies.
- Speak for professional associations, continuing education sponsors and similar entities.
- Practice with a wide range of benefit plans including retirement, ESOP, welfare, non-qualified and equity/incentive compensation.
- AV peer review rated for ethical standards and legal ability by Martindale-Hubbell.

### **COVINGTON & BURLING, LLP**, Washington, District of Columbia.

*Associate Attorney*, August, 1999 – April, 2002.

- Represented and advised clients on ERISA and employee benefits matters including designing and drafting all types of qualified retirement plans, stock option arrangements, welfare benefit plans and summary plan descriptions.
- Handled employee benefits matters in mergers and acquisitions.
- Worked with the DOL and IRS to resolve compliance issues.

### **LITTLER MENDELSON P.C.**, Denver, Colorado.

*Associate Attorney*, January, 1997 – July, 1999.

- Defended ERISA disputes in litigation including (i) class actions seeking unique welfare and pension benefits arising from an airline merger and (ii) representation of plan sponsors and administrators in suits for benefits, breach of fiduciary duty and interference with protected rights.
- Served as firm-wide specialist on employee benefits transactional matters.

### **DELOITTE & TOUCHE LLP**, Denver, Colorado.

*Manager, Employee Benefits Practice*, May, 1995 – January, 1997.

- Provided advice and representation on the tax and ERISA compliance requirements for all qualified plans, 457 and 403(b) plans, fringe benefits and welfare plans.

## EDUCATION

### **BRIGHAM YOUNG UNIVERSITY LAW SCHOOL**, Provo, Utah.

*J.D., Cum Laude*, April, 1995.

- Moot Court Team – Activities included Vanderbilt University National First Amendment Competition, April, 1994 and Widener University Corporate Law Competition, April, 1995.
- Journal of Public Law – Associate Editor, 1993-94; Lead Editor & Marketing Director, 1994-95.

### **UNIVERSITY OF PENNSYLVANIA**, Philadelphia, Pennsylvania.

*B.A., with Distinction in the Economics Major*, May, 1989.

## PRIOR PROFESSIONAL EXPERIENCE

### **BENEFITS NORTHWEST**, Kennewick, Washington.

*Account Executive*, August, 1991 – August, 1992.

### **HEWITT ASSOCIATES**, Rowayton, Connecticut.

*Actuarial Associate*, June, 1989 – July, 1991.