



SpencerFane®

Eric N. Miller

Of Counsel

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Overview

Eric Miller guides clients through all aspects of employee benefits law, prioritizing tailored business objectives geared toward long-term success and profitability as he strategizes plans, guidance, and best practices which adhere to evolving legal and regulatory landscapes.

Backed by nearly twenty-five years of experience, Eric advises clients on plan design; compliance and drafting issues for qualified retirement plans, which include 401(k) and other defined contribution plans; health and welfare plans and programs; and executive compensation plans. He has represented clients before the Internal Revenue Service and the U.S. Department of Labor on a wide variety of issues and has extensive experience preparing filings under the agencies' sponsored voluntary compliance programs.

Eric's track record of favorable outcomes while navigating the full spectrum of employee benefits matters combined with his long-term external industry involvements have earned him a trusted reputation among clients and colleagues alike.

Education

- University of Kansas, 1997 (J.D.), *Order of the Coif*
- Pittsburg State University, 1994 (B.B.A.), *summa cum laude*

Bar Admissions

- Kansas, 1997
- Missouri, 1998

Presentations and Publications

- "Litigation Issues in Cash Balance Plans, Part 1," *Benefits Law Journal*, Spring 2004

- "Litigation Issues in Cash Balance Plans, Part 2: ERISA and ADEA Procedural Defenses," *Benefits Law Journal*, Summer 2004
- "Suspicionless Drug Testing of High School and College Athletes after Acton: Similarities and Differences," *Kansas Law Review*, Spring 1996