



Rebecca E. Greene Shareholder

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Rebecca Greene is a shareholder in Reinhart’s Employee Benefits Practice, where she counsels large private and public companies in administering sophisticated employee benefit plans and executive compensation arrangements. She is especially experienced in representing companies, trustees and banks in employee stock ownership plans (ESOPs). The successful oversight and execution of employee benefit plans and ERISA compliance requires coordination among various partners, and Rebecca excels in working collaboratively with these partners for best possible outcomes.

Rebecca helps plan sponsors and fiduciaries successfully establish and administer all types of qualified retirement plans, health and welfare benefit plans and executive compensation arrangements. She is skilled at effectively communicating the details of the complex regulatory environment to her clients, and provides them with practical advice on risk management, addressing plan errors and navigating government agency interactions, including audits and investigations.

Serving as a trusted adviser to her clients, Rebecca recognizes the importance of taking the time to understand each employer’s specific needs and objectives before working with them to develop customized legal strategies to meet those goals.

Education

- J.D., magna cum laude, University of Wisconsin Law School (Order of Coif)
- B.A., with highest distinction, University of Kansas (History and Political Science)

Bar Admissions

Wisconsin



Practices

- Employee Benefits

Services

- Corporate and Governmental Benefit Plans
- Employee Stock Ownership Plans
- Executive Compensation
- Qualified Retirement Plans
- Health and Welfare Plans
- Cafeteria Plans and Fringe Benefits
- Employee Benefits Plans in Mergers and Acquisitions
- Fiduciary Review
- Financial Institutions

Matters

- Assisting clients through the lifecycle of an employee stock ownership plan (ESOP), including establishing the ESOP through the purchase of company stock, maintaining documentary and administrative compliance for existing ESOPs, and completing the sale of an ESOP company
- Advising benefit plan administration and retirement plan investment committees
- Collaborating with clients and other professional advisors to implement pension de-risking strategies
- Developing governance materials for employee benefit plan fiduciaries
- Advising clients on fiduciary risk management and best practices for fiduciary compliance and risk mitigation
- Assisting clients to remediate benefit plan administration errors
- Helping clients to respond to routine government agency inquiries and to navigate agency audits
- Conducting employee benefits due diligence as a part of corporate transactions and advising on benefit integration strategies for newly acquired companies
- Negotiating service provider agreements, including PPO agreements, administrative services agreements and trust agreements
- Advising clients on the impact for employee benefits of controlled group changes



Honors & Affiliations

Honors

- *Best Lawyers in America*® – *Best Lawyers* – Employee Benefits [ERISA] Law (2024)

Affiliations

- ESOP Association
- National Center for Employee Ownership
- Milwaukee Bar Association
- State Bar Association
- Professional Dimensions
- TEMPO Milwaukee (Emerging Women Leaders Program)

Presentations

- "[What Employers Should Consider as They Prepare to Return to Work](#)," Reinhart Labor and Employment Webinar (May 5, 2020)
- "[You Are an ERISA Fiduciary, Now What?](#)," Reinhart CLE Series (November 18, 2015)

Publications

- [United States Supreme Court Finds Church-Affiliated Retirement Plans are Exempt From ERISA](#) (June 6, 2017)