



## CATHY CURRIE

Counsel

[cathy.currie@haynesboone.com](mailto:cathy.currie@haynesboone.com)

**PRACTICES:** Employee Benefits and Executive Compensation, Health and Welfare Plans, Retirement Plans

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### HOUSTON

1221 MCKINNEY STREET  
SUITE 4000  
HOUSTON, TX 77010  
T +1 713.547.2079  
F +1 713.236.5529

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### EDUCATION AND CLERKSHIPS

- J.D., South Texas College of Law Houston, 2003, *magna cum laude*; *South Texas Law Review*, Order of the Lytae
- B.B.A., Accounting and Information Systems, Baylor University, 1983

### ADMISSIONS

- Texas

Cathy Currie has counseled clients regarding employee benefits and executive compensation legal matters both as a lawyer with Haynes and Boone and previously as in-house counsel for a large international engineering services company in Houston. Prior to law school, Cathy developed significant experience in the business of employee benefits by working for more than seventeen years in employee benefits, human resources and IT-related positions for two Fortune 500 corporations. Cathy's diverse background as an employee benefits lawyer and business professional greatly enhances her ability to view legal issues from the client's perspective. She understands the competing objectives that clients must deal with on a regular basis, which require skilled, yet practical, legal advice.

As in-house counsel, Cathy handled a broad scope of legal matters related to the company's human resources programs and employee benefits plans (including employee health and welfare plans, defined benefit pension plans, 401(k) plan and non-qualified retirement plan). At Haynes and Boone, Cathy focuses on legal matters related to employee health, welfare, cafeteria and fringe benefit plans and programs, and assists clients with navigating the dynamic legal requirements of the Affordable Care Act, the Internal Revenue Code, ERISA, HIPAA, COBRA and other applicable laws. What she finds most gratifying in her work is being viewed by clients as a trusted advisor and valuable partner who helps them achieve success in matters that are most important to them.

Cathy is a frequent contributor to Haynes and Boone's [Practical Benefits Lawyer](#) blog, which discusses issues and developments in the areas of employee benefits and executive compensation. Cathy was selected for inclusion in *Texas Super Lawyers Rising Stars* by Thomson Reuters in 2007.

### Professional and Community Activities

- Member, Junior League of Houston
- Member, Houston ERISA Industry Group

### Selected Publications and Speeches

- "What to Do When You Receive an Out-of-Network Shakedown Letter," co-author, *HR Magazine*, September 2017.

**Selected Client Representations**

- Advised clients with respect to operational and documentary compliance with laws governing employee benefits plans, including the Internal Revenue Code, ERISA, COBRA, HIPAA and the Affordable Care Act.
- Represented clients before the IRS regarding voluntary correction of qualified plan failures under the IRS' Employee Plans Compliance Resolution System.
- Prepared plan documents, amendments and participant disclosures.
- Provided legal advice to benefits plan fiduciary committees regarding fiduciary duties and other plan administration matters.
- Prepared government filings and responses to government inquiries regarding employee benefits plans.
- Counseled clients regarding application of HIPAA privacy and security rules to their benefits plans, drafted related forms, policies and procedures, and conducted required training for clients' staffs.
- While in-house counsel, handled the legal issues related to the company's health and welfare benefits plans incident to the spin-off of a major division of the company.