

Deborah Baughman

PARTNER



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Practice Areas

- Tax
- Emerging & Growth Business
- Employment & Labor
- Executive Compensation & Employee Benefits
- Tax-Exempt Organizations
- Privacy & Data Security

Education

- Wayne State University Law School
J.D.
- George Washington University
M.B.A. in Finance and Investment
- Frostburg State University
B.S.
- McCourt School of Public Policy at Georgetown University
- Certificate in nonprofit executive management

Certifications

- CPA, District of Columbia, inactive

Admission

- Michigan

Overview

Deborah Baughman is an attorney in our Tax, Privacy & Data Security, Executive Compensation & Employee Benefits, and Tax-Exempt Organizations & Impact Investing practice groups.

Deborah specializes in employee benefits and Employee Retirement Income Security Act (ERISA) matters, including the preparation, modification, and termination of tax-qualified retirement plans, executive compensation arrangements, welfare and cafeteria plans, employment agreements, and severance agreements. She regularly advises on health care matters, COBRA, and HIPAA issues, qualified/eligible domestic relation orders (QDRO), and accomplishes plan compliance work before the Internal Revenue Service and Department of Labor. Her clients include public, private, and tax-exempt employers and businesses of every type, from new to well-established, restructuring to insolvent. Deborah also provides strategic advice regarding employee benefits issues that arise during mergers and acquisitions and counsels Michigan non-profit corporations.

Affiliations

- State Bar of Michigan
- American Bar Association
- Oakland County Bar Association
- City of Troy Personnel Board
- Child Safe Michigan, Executive Committee
- Michigan Women Forward, Finance Committee
- St. Thomas More Chapter of the St. Vincent de Paul Society

Recognition

- DBusiness Top Lawyer 2012, 2013, 2014