

Employee Benefits and Tax Lawyer Thomas Cryan Rejoins Miller & Chevalier

Miller & Chevalier Chartered announced that Thomas M. Cryan, Jr. rejoined the firm as a member in the Employee Benefits Department. Cryan, who practiced at Miller & Chevalier from 2008 to 2012, joined the firm from Littler Mendelson P.C.

“I’m thrilled to be reunited with my former colleagues, who have unparalleled expertise when it comes to addressing the tax treatment of complex benefits issues,” Cryan said. “Miller & Chevalier has always had outstanding employee benefits and tax lawyers who complement each other extremely well. Returning to the firm is an incredible opportunity to enhance the services I provide to clients.”

In a release, the firm said Cryan focuses his practice on employee benefits and employment tax-related matters, including drafting executive compensation plans and amending fringe benefits policies. Cryan helps structure compensation arrangements and advises on golden parachute payments and their excise tax implications. He also represents clients involved in Internal Revenue Service (IRS) executive compensation and employment tax audits.

The firm said Cryan has experience in employee benefits and information reporting in connection with the Foreign Account Tax Compliance Act (FATCA), the income and employment and tax treatment of settlement payments, nonqualified deferred compensation, statutory fringe benefits, use of corporate aircraft, travel benefits, and wellness programs. Additionally, he works with the state tax implications of mobile and contingent workforces.

“Tom practices at the intersection of tax and benefits law,

where he's able to provide well-rounded counsel to large employers regarding important labor and employment provisions included in the Tax Cuts and Jobs Act," said Theresa S. Gee, chair of Miller & Chevalier's Employee Benefits Department. "Notably, Tom's deep knowledge of reporting obligations will be critical as the IRS continues to intensify and expand its collection of pertinent company data."

Cryan is a speaker who regularly presents at professional organizations, including the American Benefits Council, Tax Executives Institute, and American Bar Association. Cryan has spoken on various employment and tax-related topics with national business media such as CNN, Fox News, and The Wall Street Journal, and he currently serves on the Bloomberg BNA Compensation Planning Journal Advisory Board.

"Tom combines a thorough understanding of employee benefits issues with extensive experience with IRS administrative practice and procedure," said Marc J. Gerson, chair of Miller & Chevalier. "He will provide immediate value to the firm's clients across all industries. We are excited to welcome him back."

Cryan earned a J.D., magna cum laude, from the George Mason University School of Law, a LL.M. in Taxation from Georgetown University Law Center, and a B.A., cum laude, from Washington and Lee University.