



Cindy L. Davis

Partner

Kutak Rock LLP

Minneapolis, Minnesota

Cindy L. Davis is a partner at Kutak Rock in Minneapolis, Minnesota. She has over thirty years of experience in employee benefits, ERISA, commercial real estate, and general business and transaction matters. Davis' clients include employee benefit plan sponsors, boards of trustees, administrators and third-party administrators (TPAs). She has a wealth of knowledge and extensive experience with Taft-Hartley employee benefit plans. Davis regularly advises clients regarding employee benefit plan compliance issues relating to ERISA, fiduciary duty and governance, PPACA, COBRA, PHSa, HIPAA, FMLA and the Internal Revenue Code. Her clients include numerous multiemployer benefit plans and a major governmental body for which she negotiates network and claims paying agreements with TPAs. Davis assists clients in designing, implementing and operating retirement and group health plans consistent with the objectives of the plan sponsors and applicable laws. She also prepares corrective documentation and filing documentation with enforcement agencies while simultaneously coordinating with applicable state law. Davis has extensive experience representing clients in highly complex areas including fiduciary duty and governance, hedge fund investment by employee benefits plans, employee plan commercial real estate and development financing transactions, service provider agreements and network access agreements. She reviews and drafts contracts and negotiates terms favorable to clients, including network agreements between employer benefit plans and the health care provider networks, as well as commercial construction and financing documentation. Davis earned her J.D. degree from William Mitchell College of Law and her B.S. degree (cum laude) from the University of Wisconsin. She is admitted to practice in Minnesota, New York and Wisconsin.