

Mark Johnson

1450 Hughes Road, Suite 120, Grapevine TX 76051
markjohnson@erisa-benefits.com • Direct 817-909-0778 • FAX 817-788-1399

PROFESSIONAL PROFILE

A 20 year career bridging 4 closely related areas: ERISA, the management/financing of pension, 401(k), group life & health and retiree medical plans, labor relations and personnel policy. This experience includes serving at the director level with operational and financial responsibility for 20 qualified plans; negotiating pension and benefit plans with 5 unions; chief ERISA compliance officer; presentation of arbitration cases, EEOC proceedings, and federal and state court litigation.

MAJOR ACCOMPLISHMENTS

- Member of the negotiation and implementation teams for corporate development projects - acquisitions and divestitures.
- Designed and implemented pension plan conversions, “choice” and mandatory programs, for union and non-union employees.
- Responsible for an operating budget of \$5 million; annual pension expense of \$300-\$400 million, and actuarial projections.
- Managed 12 direct reports, staff of 50, plus contractors and outsourced employees.
- Negotiated group life and health, disability, pension and 401(k) plans with 5 unions.
- Designed and implemented early retirement bridge programs and voluntary severance plans.
- Directed ERISA appeals process with delegated authority to decide all pension, 401(k) and group life and health plan appeals, approximately 300 cases per year.
- Presented 23 labor arbitration cases.
- Represented employers before the NLRB, EEOC and state human rights commissions.
- Established new benefit and pension/401(k) plans for acquisitions and business unit spinoffs.

KEY QUALIFICATIONS

- Significant planning, managerial, operational and legal background in all aspects of human resources including employment/personnel policy, benefits, compensation and labor relations.
- Extensive labor relations experience, including arbitration and mediation.
- Board Certified Labor and Employment Law Specialist, Texas Board of Legal Specialization.
- Financial/Accounting/Actuarial analysis and planning skills.

EMPLOYMENT HISTORY

October 2001 to Present

Erisa Benefits Consulting, Inc.

Benefits, pension and 401(k) expert testimony & consulting, professional education, advice and research on, benefit plan design, operation, interpretation and compliance, litigation support, labor relations..

Clients include: AT&T, American Airlines, MorganStanley, Ariel Capital Management, ANB Financial, Little Rock, AR; Medidigms, Southlake, TX; TowersPerrin, Gerson Lehman Group, New York, NY; Moore & VanAllen Charlotte, NC; Morris & Morris, Wilmington, DE; Emerson & Poynter, Little Rock, AR; Looper, Reed & McGraw, Houston TX; Haney, Woloson & Mullins, Las Vegas, NV; Shreedler, Wheeler & Flint, Atlanta, GA; Collier, Jacobs & Mills, Newark, NJ; Carrington, Coleman, Dallas, TX; Whatley & Drake, Birmingham, AL; Branstetter, Kilgore, Stranch & Jennings, Nashville, TN; Derryberry & Zips, Tyler, TX; The Atkins Law Firm, Arlington, TX; Ellis, Young & Tidwell, Paris, TX; Morris, James, Hitchens & Williams, LLP, Wilmington, DE; Gertler, Gertler, Vincent & Plotkin, New Orleans, LA; Donnelly & Nelson, LLP, Walnut Creek, CA; Texas Department of Insurance.

August 2002 to Present

Tarrant County College

Hurst, Texas

Adjunct Professor of Business Communication

May 1995 to October 2001

American Airlines

Ft. Worth, TX

Managing Director, Benefits Compliance & Pensions

The Benefits Administration Department was merged with Benefits Compliance. New areas of responsibility included planning, policy and operation of all pension/401(k) plans and shared responsibility for executive and group life and health plans.

August 1992 to June 1995

American Airlines

Ft. Worth, Texas

Counsel, Benefits Compliance

Supervised a staff of 10 with the responsibility to ensure the compliance of all benefit and pension plans with ERISA and applicable state law; including all reporting and disclosure, government filings, audits, benefit planning and analysis, labor negotiations and support.

September 1987 to August 1992

American Airlines

Ft. Worth, Texas

Attorney

Provided advice and counsel on benefits, employment and labor relations issues.

*August 1983 to
September 1987*

Southwestern Bell Corporation Houston, Texas

Attorney

Litigation of claims by and against the company, predominantly employment issues; advice and counsel on labor relations and employment law.

*January 1985 to
May 1986*

University of St. Thomas, Houston, Texas
Adjunct Professor of Communication

*January 1982 to
June 1983*

University of Houston, Downtown College, Houston, TX
Adjunct Professor of Communication

*August 1980 to
June 1981*

Texas Wesleyan College, Fort Worth, Texas
Associate Professor of Communication

*August 1979 to
June 1980*

Mount Vernon College, Washington, D.C.
Associate Professor of Communication

*August 1976 to
August 1979*

University of Houston, Houston, Texas
Assistant Professor of Communication

EDUCATION

August 1983

University of Houston Houston, Texas
J.D., Law
Cum laude, Houston Law Review, Order of the Barrons

September 1976

University of Massachusetts Amherst, MA
Ph.D, Communication Studies, Minor: Statistics

February 1973

University of Massachusetts Amherst, MA

M.A., Mass Communication

May 1971

University of Massachusetts
B.A., History

Amherst, MA