



## Virginia S. Schubert

Senior Counsel | [virginia.schubert@lathropgpm.com](mailto:virginia.schubert@lathropgpm.com)

### MINNEAPOLIS

80 South Eighth Street  
3100 IDS Center  
Minneapolis, MN 55402

T: 612.632.3331  
F: 612.632.4331

### Assistant

Jessica Tauer  
612.632.3014  
Email

### PRACTICE AREAS

Corporate & Business

Employee Benefits & Executive  
Compensation

Employee Stock Ownership  
Plans (ESOP)

### INDUSTRIES

Agribusiness & Food

Health Care

Education

### COURT MEMBERSHIPS

- Minnesota

### EDUCATION

University of Wisconsin Law  
School, J.D., 1985, graduated  
first in her class; awards for  
academic excellence; *Wisconsin  
Law Review*, editor; Order of the  
Coif

Ginny Schubert focuses her practice on the complex set of laws affecting executive compensation and benefits, and she frequently advises employers of all sizes regarding compliance with those laws. In addition to executive compensation, Ginny also assists employers with a wide range of legal issues arising from qualified and nonqualified benefit plans.

In matters pertaining to executive compensation, Ginny regularly works with arrangements including nonqualified deferred compensation plans, rabbi trusts, executive bonus plans, and equity-based compensation arrangements. Ginny works extensively with Section 409A of the Internal Revenue Code and advises employers on strategies to respond to its complex requirements. She also works extensively with benefit arrangements for tax-exempt employers, such as tax-sheltered annuity (403(b)) plans and 457 plans.

Ginny maintains professional relationships with current and former officials from the U.S. Department of Labor and Internal Revenue Service, granting her a unique perspective on the latest regulatory and enforcement priorities that impact her clients. She also presents frequently on issues related to executive compensation and serves as an active member of the Tax-Exempt and Governmental Entities Council. Ginny's clients value her ability to cut through the ambiguities of executive compensation law, collaborating closely with employers to develop practical benefit and compensation plans that best support their long-term business objectives.

Before entering law school, Ginny taught low-income children for several years in Title I programs in New Mexico and Wisconsin.

## Events

- Update for Nonprofit and Governmental Employers: Retirement and Deferred Compensation  
October 12, 2017
- Human Resources Compliance Breakfast Briefing & Webinar Series: Executive Compensation & 401(k) Retirement Plans (Minneapolis)  
April 2, 2013
- Governmental Benefit Plans Seminar & Webinar  
March 7, 2013
- “409A Correction Procedures,” Advanced Employee Benefits Workshop  
February 2013
- “Treasury/IRS Update,” Advanced Employee Benefits Workshop  
February 2012
- “Business Law Deskbook: Executive Compensation Trends,” Minnesota Continuing Legal Education webcast seminar  
June 22, 2011
- “Executive Compensation,” Minnesota Continuing Legal Education  
July 21, 2010
- “Special Issues for Nonprofit Employers,” GPM Employment Law Seminar  
April 21, 2010

## Client Alerts And Blog Posts

- Cryptocurrency as a 401(K) Plan Investment Option  
May 23, 2022
- Employee Benefits Alert: August 31 Deadline for RMD Rollovers  
August 27, 2020
- More Participant-Friendly Guidance from IRS in Light of COVID – This Time, It’s Cafeteria Plans  
June 10, 2020
- Latest IRS Guidance on CARES Act Retirement Plan Provisions  
June 4, 2020
- Navigating the COBRA Rules Under the Latest DOL and IRS COVID-19 Relief  
May 14, 2020
- CARES Act Retirement Plan Provisions  
April 20, 2020

- eBenefits Alert: Good News – IRS Expanding Determination Letter Process  
May 3, 2019
- eBenefits Alert: Impact of the New Tax Law on Qualified Retirement Plans – Hardship Withdrawals  
May 10, 2018
- eBenefits Alert: Impact of the New Tax Law on Qualified Retirement Plans – Definition of Compensation  
May 9, 2018
- eBenefits Alert: Impact of the New Tax Law on Qualified Retirement Plans – Plan Loans  
May 8, 2018
- eBenefits Alert: Regulation Change Affects ERISA Disability Claims Procedures  
April 19, 2018
- eBenefits Alert: Changes on the Horizon for 403(b) Plans  
June 27, 2017
- eBenefits Alert: In Advocate Health Care Network Case, SCOTUS Rules in Favor of Church Plans  
June 19, 2017
- eBenefits Alert: The Bumpy Road to Implementation of the Fiduciary Rule  
May 24, 2017
- eBenefits Alert: Long-Awaited DOL Fiduciary Rules Issued, Definition of “Fiduciary” Expanded to Protect Retirement Plan Investors  
April 13, 2016
- “ERISA and Nonqualified Employee Benefits Plans,” A Study Prepared for the Northwestern Mutual Life Insurance Company  
June 24, 2014
- “Executive Compensation,” chapter in Minnesota Continuing Legal Education Business Law Deskbook, 1st Edition  
January 1, 2010
- “Using Individual Long-Term Care Insurance Policies as Part of an Employer Sponsored Plan, ERISA and Tax Implications,” The Northwestern Mutual Life Insurance Company, co-author  
January 1, 2006

## News Releases

- Eight Lathrop GPM Attorneys Named Lawyer of the Year, 89 Ranked as The Best Lawyers in America©  
August 17, 2023
- Six Lathrop GPM Attorneys Named Lawyer of the Year, 95 Ranked as The Best Lawyers in America©  
August 18, 2022
- Seven Lathrop GPM Attorneys Named Lawyer of the Year, 100 Ranked as The Best Lawyers in America©  
August 19, 2021
- Lathrop GPM Attorneys Named to The Best Lawyers in America©, Lawyer of the Year, and Ones to Watch for 2021  
August 20, 2020
- Gray Plant Mooty Attorneys Named The Best Lawyers in America© 2020  
August 15, 2019
- Gray Plant Mooty Attorneys Recognized in The Best Lawyers in America© 2019  
August 15, 2018
- 37 Gray Plant Mooty Attorneys Recognized in The Best Lawyers in America 2018  
August 15, 2017
- 35 Gray Plant Mooty Attorneys Recognized in The Best Lawyers in America 2017  
August 15, 2016
- 36 Gray Plant Mooty Attorneys Recognized in The Best Lawyers in America 2016  
August 17, 2015
- 33 Gray Plant Mooty Attorneys Recognized as Best Lawyers  
August 19, 2014
- Three Gray Plant Mooty Lawyers Selected As “Lawyer of the Year”  
September 25, 2012
- 22 Gray Plant Mooty Attorneys in 2012 Edition of “Best Lawyers in America”  
September 2, 2011
- 23 Gray Plant Mooty Attorneys in 2011 Edition of “Best Lawyers in America”  
August 9, 2010

## Professional Affiliations

- American Bar Association
- Wisconsin State Bar Association
- Minnesota State Bar Association
- National Association of Stock Plan Professionals
- Great Lakes Advisory Council to the IRS Office of Employee Plans (IRS Tax-Exempt and Governmental Entities Division), member

## Honors

- Selected among *The Best Lawyers in America*®, 2010-2024
- "Minnesota's Top Lawyers," *Minnesota Monthly*, 2022
- Employee Benefits (ERISA) Law "Lawyer of the Year" in Minneapolis, *Best Lawyers*®, 2013
- "Super Lawyer," *Minnesota Law & Politics*, 2003