



## Virginia (Ginny) S. Schubert

Senior Counsel

Minneapolis

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**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.

### Areas of Focus

#### Services

[Corporate & Business](#)

[Employee Benefits &](#)

[Executive Compensation](#)

#### Sectors

[Education](#)

[Health Care](#)

[Agribusiness & Food](#)

## Credentials

### Education

- University of Wisconsin-Madison Law School, J.D., 1985
  - Graduated first in her class
  - Awards for academic excellence
  - *Wisconsin Law Review*, editor
  - Order of the Coif

### Bar Admissions

- Minnesota

### Recognition

- Selected among *The Best Lawyers in America*®, 2010-2025
- "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

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## Professional Activities

- 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