

RYAN P. WAID

Of Counsel

Ryan Waid is of counsel to Hancock, Daniel & Johnson, P.C. in the Shenandoah Valley office. Mr. Waid specializes in all types of employee benefit matters, including qualified and non-qualified retirement benefit plans, such as 401(k) profit sharing plans, 403(b) tax-deferred annuities, defined benefit pension plans, and ESOPs. He also represents clients in connection with their welfare and fringe benefit plans, including Section 125 cafeteria/flexible spending plans, insured and self-insured health plans, short and long-term disability plans, life insurance benefits, tuition assistance plans, dependent care benefits and employee assistance programs. Ryan routinely assists with due diligence in provider transactions with respect to benefit plan structure and compliance, as well as options for transitioning benefit plans through a merger or acquisition.

He advises clients on a variety of issues ranging from compliance with ERISA to the taxation of compensation and benefits. Ryan also counsels clients on the subject of remedial strategies for non-compliant benefit plans, including use of the Internal Revenue Service's EPCRS program.

Virginia Business Magazine recognized Ryan as a "Legal Elite" in 2005 and 2006. He also was named as a "Rising Star" in *Virginia Super Lawyers magazine*.

Ryan earned his LL.M. (Taxation) with a concentration in employee benefits law from Georgetown University Law Center in 2004. He obtained his law degree with an academic focus in taxation from Case Western Reserve University School of Law in 2000, and earned his undergraduate degree from Bucknell University in 1997.

Ryan is admitted to the Virginia State Bar and the District of Columbia Bar. He is a member of the Virginia Bar Association, American Bar Association, and the Harrisonburg-Rockingham County Bar Association. He is a member of the board of the Harrisonburg-Rockingham Chamber of Commerce and the Shenandoah Valley Small Business Development Center Advisory Council.



Practice Areas

Labor & Employment
Mergers, Acquisitions & Transactions

Licensure

District of Columbia
Virginia

Academic Credentials

Bucknell University, B.A.
Case Western Reserve University School of Law, J.D.
Georgetown University Law Center, LL.M., Taxation