



MEREDITH L. SILLIMAN

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BIOGRAPHY

Meredith Silliman is a versatile attorney with a broad-based practice in employee benefits and executive compensation, providing comprehensive counsel to public and private companies, non-profit organizations, churches, and governmental entities. Her expertise spans all aspects of retirement, health and welfare, and compensation issues, making her a key advisor in navigating the complexities of these critical areas.

Expertise in Plan Design and Management

Meredith works closely with clients to design, implement, maintain, and terminate employee benefit plans, including those subject to ERISA. Her deep understanding of regulatory requirements ensures that these plans are not only compliant but also strategically aligned with the organization's goals. Meredith is particularly skilled in crafting executive compensation programs and agreements, such

as equity-based compensation programs, deferred compensation arrangements, and employment agreements, which are vital tools for attracting and retaining top talent. Her ability to negotiate favorable contracts with third-party service providers further strengthens her clients' benefit programs.

Strategic Counsel in Mergers and Acquisitions

Meredith plays a pivotal role in the employee benefits and executive compensation aspects of mergers and acquisitions. She ensures that meticulous due diligence is conducted to identify and address potential risks, ensuring that her clients are well-prepared for the complexities of these transactions. Meredith's involvement further extends to negotiating the terms related to employee benefits and executive compensation and assisting with the seamless integration of relevant plans and employees pre- and post-closing. Her strategic guidance helps clients manage the transition smoothly while safeguarding their interests.

Regulatory Compliance and Ongoing Administration

In addition to her transactional work, Meredith provides ongoing advice on administrative issues under the purview of the IRS, DOL, and PBGC. Her comprehensive knowledge of these agencies' purview allows her to offer proactive solutions to potential compliance challenges, allowing her to assist clients in ensuring that their benefit plans operate smoothly and in full compliance with the law.

Holistic Approach to Client Service

Meredith's approach to client service is characterized by her attention to detail and her commitment to understanding the unique needs of each organization she advises. She partners closely with her clients, offering tailored solutions that address both immediate concerns and long-term objectives. Whether designing a new compensation program, navigating the complexities of a corporate transaction, or ensuring regulatory compliance, Meredith supports her clients at every stage.

Meredith Silliman's broad-based expertise in employee benefits and executive compensation, combined with her strategic insight and commitment to client success, make her an invaluable resource for organizations seeking to navigate the intricacies of these essential areas. Her ability to deliver practical, easy-to-understand, effective solutions ensures that her clients are well-positioned to achieve their goals in a constantly evolving legal and regulatory landscape.

CIVIC INVOLVEMENT & HONORS

- *The Best Lawyers in America* - Employee Benefits and Executive Compensation, 2024
- Wingate University Alumni Board, Vice Chair

- Ronald McDonald House Charities of Central Texas, Former Board Member
- Ronald McDonald House Charities of Greater Charlotte, Volunteer

ADMISSIONS

- North Carolina, 2021
- South Carolina, 2019
- Georgia, 2015

EDUCATION

- University of Virginia, J.D., 2015
- Wingate University, B.A., summa cum laude, 2004

RELATED PRACTICE AREAS

- Employee Benefits & Executive Compensation
- Corporate
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Cross-border Employment Issues
- Healthcare & Life Sciences
- Plan Design & Implementation
- Plan Administration & Fiduciary Issues
- Welfare Plans
- Interdisciplinary Privacy/HIPAA Practice
- Practice Before Government Agencies
- ERISA & Employee Benefits Litigation
- International Pensions & Benefits Practice
- Executive & Deferred Compensation
- Employment & Labor
- Investigations
- ESOP Team

RESOURCES

PUBLICATIONS

- "If At First You Don't Have SSNs For Your ACA Returns, Ask, Ask Again" (co-authored with Chris Rylands), *The ACA Times*, October 2015

RELATED INSIGHTS

News

Apr 03, 2025

BCLP advises Terrestrial Energy Inc. in Milestone move to become first publicly traded molten salt nuclear reactor developer

Blog Post

Feb 10, 2025

Key points from BCLP's recent public company update program

News

Jan 15, 2025

BCLP advises Vantiva in the sale of its Supply Chain Solutions business to Variant Equity Advisors

Blog Post

Sep 13, 2024

SEC again cracks down on companies that restrict whistleblowers

Insights

Sep 04, 2024

Action Items as a Result of HIPAA Privacy Rule Modifications

On April 22, 2024, the U.S. Department of Health and Human Services ("HHS") issued new regulations under the Health Insurance Portability and Accountability Act of 1996 ("HIPAA") that impose new restrictions on the use and disclosure of "reproductive health care" by covered entities, including employer-sponsored health plans. These changes will require most employer-sponsored health plans to update their HIPAA policies and procedures and training practices by December 23, 2024 their Notice of Privacy Practices by February 16, 2026.

Insights

Dec 15, 2023

Employment agreements in the SEC's cross-hairs: What employers should do now

News

Nov 17, 2023

Complex sale of university advised by multi-practice BCLP team

Awards

Aug 17, 2023

The Best Lawyers in America® 2024

News

Mar 16, 2023

BCLP advised Playtech Plc in connection with its investment in Hard Rock Digital

BCLP has advised client Playtech plc (Playtech), in connection with its \$85 million investment (c. €80 million) in Hard Rock Digital ("HRD").