

Felicia Finston is a founding partner of Wilkins Finston Friedman Law Group, a boutique firm in Dallas and San Antonio Texas practicing exclusively employee benefits and executive compensation law. Felicia has over 30 years of experience handling benefit and compensation issues for Fortune 500 and other public and private companies and tax-exempt entities. Felicia regularly provides legal counsel on qualified plan regulatory concerns, including fiduciary compliance issues. An important part of her practice is representing clients before the IRS, the DOL and the PBGC in connection with employee benefit plan audits and under voluntary submission programs such as VFCP, EPCRS and DFVC. She regularly advises clients regarding executive compensation and governance matters, such as SEC disclosure and filing issues, shareholder approval issues and proxy disclosure requirements involving compensatory arrangements. Felicia also provides legal counsel on health plan regulatory concerns, including ACA and HIPAA compliance issues, Form 1094 and 1095 filings and penalty assessments and Medicare coordination of benefit matters. Felicia has been listed in Best Lawyers of America for 10+ years and was honored by Best Lawyers of America as the 2014, 2018 and 2020 Dallas Litigation- ERISA "Lawyer of the Year." In 2011 and 2016 she, was honored by Best Lawyers as Dallas Employee Benefits Lawyer of the Year. In 2003, the Bureau of National Affairs recognized her as a "Distinguished Author" for the BNA Pension Portfolio, "*Plan Qualification – Pension and Profit Sharing Plans (Portfolio 351)*," for which she is still a current author.