

SEAN K. MANGAN

PROFESSIONAL EXPERIENCE

MED3000 Group, Inc. Senior Vice-President, Human Resources

**Pittsburgh, PA
Nov 2010 – June 2011**

- Serve as Director of Human Resources for national healthcare technology company with over 1800 employees and over a dozen offices nationwide
- Manage all human resource functions of company, including employee policies, organizational structure, employee relations, compensation, and terminations
- Advise senior management on all benefits and ERISA related matters, particularly with regard to mergers, acquisitions, and joint ventures related to physician alignment strategies for large health care systems
- Counsel senior executives and human resources staff regarding employment related policies and procedures, including management training, supervisor coaching, and leadership principles

Graf & Stiebel Attorney

**Cincinnati, Ohio
Jan 2005 – Nov 2010**

- Represent small business owners and high net worth individuals with respect to all matters concerning the accumulation, protection, and disposition of assets through choice of entity and related corporate matters, qualified retirement plans, and estate and asset protection planning
- Draft qualified defined contribution and defined benefit retirement plans, Code section 125 cafeteria plans, ESOPs, welfare benefit plans, and nonqualified deferred compensation plans
- Counsel clients regarding plan design, non-discrimination testing, and other qualification-related matters related to compliance with the Internal Revenue Code, ERISA, and HIPAA
- Advise clients on all phases of Ohio corporate law, including the choice, formation, and operation of corporations, partnerships, and limited liability companies
- Draft entity governance documents such as close corporation agreements, partnership agreements, operating agreements, buy-sell arrangements, and employment agreements
- Draft, negotiate, and execute various small business transactions, including stock purchase agreements, asset purchase agreements, non-disclosure agreements, and leases
- Counsel clients regarding small business related legal matters, including employment disputes, tax planning, succession planning, compensation arrangements, and corporate governance
- Counsel clients regarding estate planning techniques and draft related instruments, including wills, deeds, revocable trusts, and medical POAs

Frost Brown Todd, LLC Attorney

**Cincinnati, Ohio
July 2003 – Dec 2004**

- Represent small business owners and large corporations with respect to labor and employment matters and related litigation, including Title VII, ADA, FMLA, and state law compliance
- Assist in all phases of litigation, arbitration, and mediation, including discovery matters, procedural motions, dispositive motions, appellate briefs, and settlement negotiations
- Counsel clients on employment matters such as employee handbooks, disciplinary procedures, terminations, and separation agreements

**Hunton & Williams
Attorney**

**McLean, Virginia
Sept 2002 – June 2003**

- Represent large corporations with respect to labor and employment matters and related litigation, including Title VII, the WARN Act, the Equal Pay Act, and state law compliance
- Assist in all phases of litigation, arbitration, and mediation, including discovery matters, procedural motions, dispositive motions, appellate briefs, and settlement negotiations
- Counsel clients on employment matters such as employee handbooks, disciplinary procedures, terminations, and separation agreements

**United States Marine Corps
Captain**

**Camp Lejeune, North Carolina
May 1995 – May 1999**

- Command combat engineer platoon specializing in the construction, deployment, and destruction of land-based and water-based bridge assets
- Command combat engineer company with responsibility for the training and supervision of over 100 Marines and \$6 million worth of military assets
- Conduct over a dozen Capstone exercises and brief over 200 hundred General Officers from all military branches regarding aerial bridge emplacement techniques
- Conduct planning and execution of 10 major exercises and 6 deployments.
- Serve as Operations Officer of 400+ Marine contingency unit, engineering consultant to U.S. Border Patrol, Battalion anti-terrorism officer, and primary bridge expert during hurricane recovery operations in Puerto Rico.

EDUCATION

**University of Virginia School of Law
Juris Doctor**

**Charlottesville, Virginia
May 2002**

- Editorial Board, Virginia Law Review
- Note, *Compensation for "Certain" Victims of Terrorism Under §2002 of the Victims of Trafficking and Violence Protection Act of 2000*, 42 Va. J. Int'l. L. 1037 (2002)

**University of Notre Dame
B.A., Government**

**South Bend, Indiana
May 1995**

PROFESSIONAL ACTIVITIES

- Presentation, *Retirement Benefits for the Small Employer*, Cincinnati Bar Association 2010
- Presentation, *The Affordable Car Act and Health Care Reform*, Hyde Park Wealth Management and Bartlett & Company, 2010
- Presentation, *Fiduciary Exception to the Attorney Client Privilege*, Cincinnati Bar Association 2009
- Named Rising Star by Cincinnati Magazine in 2007 and 2010
- Hardy Dillard Award, Virginia Journal of International Law, Best Note of 2001-2002
- Member of American, Ohio, and Cincinnati Bar Associations