

# EXHIBIT A

## Attorney Profiles

- **Practice Areas**

- Business and Finance
- Employee Benefits and Executive Compensation
- Health Care
- Health Care Reform
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- **Education**

- Loyola Law School Los Angeles J.D. 1987
- California State University, Long Beach M.A. 1980
- California State University, Long Beach B.A. 1977
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- **Admitted To Practice**

- California 1987
- U.S. Tax Court 1987



**Diane A. Thompson**  
*Partner*

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Diane A. Thompson practices in the area of employee benefits and executive compensation for both public and private companies and nonprofit organizations. She focuses on equity compensation programs, qualified and non-qualified retirement plans, human resources business and risk management, merit and incentive compensation, and payroll issues. She also helps clients develop strategies for compliance under the Patient Protection and Affordable Care Act. Ms. Thompson's professional experience encompasses corporate HR and consulting, and working with compensation committees and senior financial and business leadership, including boards of directors and C-level executives.

Before reentering private practice, Ms. Thompson most recently served as Corporate Senior Vice President of HR for AECOM, an NYSE-listed provider of professional technical and support services with 45,000 employees in 130 countries, handling compensation, executive compensation, benefits, HR information shared services, and global mobility matters. From 1999 to 2011, she was a partner in the HR, Compensation, and Benefits practice in Ernst & Young's Los Angeles and Irvine offices, managing a multidisciplinary human resources consulting practice serving a range of large public companies to startup organizations.

Ms. Thompson is a member of the Employee Benefits Committee of the American Bar Association, the California Bar Association, and the Western Pension Benefits Association.

### Publications

Ms. Thompson has co-authored numerous Ballard Spahr Employee Benefits and Executive Compensation alerts, including:

- "IRS Issues Welfare Plan Guidance for Same-Sex Spouses in View of DOMA Ruling," December 19, 2013
- "New IRS Guidance Modifies the 'Use-It-or-Lose-It' Rules for Health Flexible Spending Accounts," November 4, 2013
- "IRS Issues Proposed Regulations on Employer-Provided Health Care Coverage Reporting Requirements," October 25, 2013
- "SEC Issues Proposed Rule on Pay Ratio Disclosure," September 20, 2013

## Attorney Profiles

- "U.S. Department of Labor Follows IRS Ruling on Recognition of Same-Sex Marriage," September 19, 2013
- "U.S. Treasury Department Rules on Recognition of Same-Sex Marriage," August 30, 2013
- "FMLA Coverage Extended to Same-Sex Couples," August 15, 2013
- "Federal District Court Awards Pension Benefit to Same-Sex Spouse," August 2, 2013
- "How the Supreme Court's DOMA Ruling Affects the FMLA," July 9, 2013
- "Effective Date of ACA Employer Mandate (Pay or Play) Is Postponed," July 9, 2013
- "U.S. Supreme Court Rules Defense of Marriage Act is Unconstitutional," June 26, 2013

### Speaking Engagements

Ms. Thompson is a frequent speaker at HR forums, including EY Strategic Growth Forum, CFO Roundtables, Financial Executives Institute Year-End Updates, SEC Hot Topics and Healthcare Reform, and HR women's and leadership groups.

- "Separating Fact from Fiction: Final ACA Employer Mandate Regulations," Ballard Spahr webinar, February 26, 2014
- "Developments in Employee Benefits and Compensation," Third Annual SLC Fall Employment Law Seminar, Ballard Spahr program, Salt Lake City, November 5, 2013
- "HIPAA and Financial Institutions," Ballard Spahr webinar, August 28, 2013
- "The Changing Definition of Marriage: How the Supreme Court's Decision on the Defense of Marriage Act Will Affect Employers and Individuals," Ballard Spahr webinar, July 11, 2013

Ms. Thompson is a graduate of Loyola Law School Los Angeles (J.D. 1987). She earned her master's degree in Public Administration (M.A. 1980) and her undergraduate degree (B.A. 1977) from California State University, Long Beach.