

Randie Thompson

Of Counsel

(918) 301-4401 | randie.thompson@mcafeetaft.com

Tulsa



Overview

Randie Thompson is an ERISA attorney with more than 25 years of extensive experience — both in private practice and private industry — in the field of employee benefits law, with a specific focus on health and welfare benefit plan design, administration, compliance and governance.

Throughout her career, Randie has developed unique expertise in representing complex health plan arrangements, including self-funded single employer plans, multiple employer welfare arrangements (MEWAs — both professional employer organizations and association health plans), voluntary employees' beneficiary associations (VEBAs), Native American tribal health plans, plan vendors and group purchasing organizations. Representing plans of all types and levels of complexity has provided her with deep insights into the increasingly complex issues faced by her clients, including those more recently introduced by the Consolidated Appropriations Act of 2021.

Randie regularly advises clients on plan design, documentation, administration, compliance and reporting, including complex compliance analysis under ERISA's prohibited transaction rules. She also assists clients with completing government audits and investigations, oversees internal compliance reviews, provides fiduciary training, and consults on plan-related litigation matters. Randie's expertise extends from federal employee benefit statutes and regulations under laws such as ERISA, IRC, HIPAA, COBRA, ACA, PHSA and FMLA to the increasingly complex area of state-specific benefit laws, including state insurance laws and matters of ERISA preemption.

Randie's broad-based prior career experience includes working as a health and welfare benefits compliance consultant for a global benefits consulting firm, as in-house ERISA counsel for a Silicon Valley-based healthcare technology firm, and in private practice for law firms in Tulsa, OK, Washington, DC, and Denver, CO, for more than 20 years.

Admissions

Oklahoma, 1999

Colorado, 2002

Education

LL.M., Taxation, Georgetown University, 2002

J.D., with honors, University of Tulsa, 1999; *Editor, Tulsa Law Review*

B.A. (English Literature), Dartmouth College, 1996

In addition to graduating with honors with her Juris Doctor from the University of Tulsa College of Law, Randie holds a Master of Laws in Taxation from Georgetown University Law Center.

Based in Denver, Randie is a third-generation attorney and an enrolled member of both the Cherokee Nation and the Osage Nation.

Professional Organizations

- Colorado Bar Association
- Oklahoma Bar Association