Andrew T. Mills

Associate

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Services

Business & Finance

Employee Benefits

Executive Compensation

Fiduciary Counseling

Health & Welfare Plan Design & Administration

Retirement Plan Design & Administration

Industries

Financial Services

Andrew Mills focuses his practice on employee benefits and executive compensation matters. He advises on plan design and establishment, plan administration, and compliance with ERISA, COBRA, HIPAA, PPACA, and the Internal Revenue Code. Additionally, Andrew reviews employee benefit-related documents for potential liabilities during due diligence for merger and acquisition transactions. He also has experience advising clients regarding fiduciary responsibilities, participant disclosures, and corrections procedures to maintain tax qualified status.

Prior to joining the firm, Andrew was an associate at a boutique employee benefits-focused law firm in Washington, D.C. where he advised sponsors of multiemployer and single employer plans regarding the establishment and maintenance of qualified retirement plans and health and welfare plans in compliance with ERISA, COBRA, HIPAA, PPACA, and the Internal Revenue Code.

While attending law school, Andrew was a Student Advocate at the PELE Special Education Advocacy Clinic and was a member of the *William & Mary Environment Law and Policy Review*. He served as a summer associate at a law firm based in Indianapolis, Indiana and at a legal aid organization in Dallas, Texas.

Education

William & Mary Law School J.D. (2022) *Marshall-Wythe Scholarship*, *Phi Delta Phi Legal Honor Society*

Texas Christian University B.A., Political Science and History (2018) *magna cum laude*, *Phi Beta Kappa*, *John V. Roach Honors College*, *Chancellor's Leadership Program*

Admissions

District of Columbia (2023)

Maryland (2022)

Court Admissions

U.S. District Court for the Northern District of Illinois

Insights

Perspectives

5 Key Takeaways | The DOL's Proposed Investment-Selection Regulations: What Plan Fiduciaries Need to Know

May 1, 2026

Alert

Beyond Alternative Assets: DOL's New Investment Selection Rule Sets the Bar for All Fiduciary Investment Decisions

April 9, 2026

Publication

Casting Decisions: The Plan Sponsor's Duties to Appoint, Monitor and Remove Trustees

July 31, 2024