

Cory A. Thomas

SHAREHOLDER

Philadelphia, PA | 215.267.3024

cthomas@polsinelli.com



Cory Thomas is an attorney well versed in the defense of a full range of employee benefit, executive compensation, employment and Employee Retirement Income Security Act (ERISA) litigation matters. He works with Fortune 500 companies, plan sponsors, insurers, plan administrative and investment committees, corporate directors, other plan fiduciaries, benefit plans, plan administrators, officers, executives and third-party administrators to solve complex matters with a practical, results oriented approach.

Cory has a robust practice defending employers in various benefit-related disputes, including health and welfare plans and qualified and nonqualified retirement plans.

Beyond litigation, Cory provides strategic counsel to human resources professionals on COBRA, HIPAA, retaliation claims (including Section 510 of ERISA), compensation plans and other benefits-related issues. He also guides clients through IRS and DOL investigations and advises on Securities Exchange Act matters.

Education

- Drexel University Thomas R. Kline School of Law (J.D., *cum laude*)
- University of Cincinnati (Master of Community Planning)
- Miami University (B.A.)
 - Creative Writing and English Literature

Bar Admissions

- Pennsylvania
- New Jersey

Court Admissions

- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, District of New Jersey

Capabilities

- Employee Benefits & Executive Compensation
- ERISA Litigation

Publications

April 3, 2026

Federal Court Grants Summary Judgment in ESOP Releveraging Case, Rejecting Novel Dilution Theory

March 20, 2026

North Carolina Federal Court Lets ESOP Fiduciary Claims Proceed, Underscoring Active Oversight Duties

January 23, 2026

Trump Accounts – Jump-Starting the Next Generation

December 16, 2025

Court Dismisses ERISA Fee Suit Against Kellogg, Reinforcing Pleading Standards for Plan Sponsors

December 9, 2025

New Year, New Dependent Care FSA Limits: Don't Forget to Amend Your Plan!

September 12, 2025

Arbitration in ERISA Litigation: Supreme Court Declines Review as Circuit Split Persists

July 18, 2025

A Quick Look at Benefits and Executive Compensation Provisions in the One Big Beautiful Bill

June 20, 2025

Sixth Circuit Holds TPAs Do Not Get a Free Pass from ERISA's Fiduciary Duties

June 12, 2025

DOL Rescinds 2022 Guidance Concerning Cryptocurrency Investments in 401(k) Plans

May 20, 2025

Pressing Pause: Federal Agencies Halt Enforcement of Mental Health Parity Rule

May 7, 2025

Supreme Court Revives ERISA Litigation Dismissed in Second Circuit: Will the Supreme Court's Adoption of a Liberal Pleading Standard Increase ERISA Class Actions Under Section 406?

December 20, 2024

Prohibited Transaction Pleading Standards To Receive Clarity From SCOTUS

August 12, 2022

Impact of First Impression Equitable Relief ERISA Ruling

Author, Bloomberg Law

