

# William P. Sweeney

EMPLOYEE BENEFITS & EXECUTIVE COMPENSATION CO-CHAIR

Chicago, IL | 312.873.3664

[wsweeney@polsinelli.com](mailto:wsweeney@polsinelli.com)



Bill Sweeney provides clients with practical solutions to solving complex employee benefit issues. Whether he is assisting clients with the design of new benefit plans or working through a government audit of existing plans, Bill is relied upon as a trusted member of clients' benefits compliance teams.

As the laws governing employee benefits evolve in areas ranging from health care reform to pension protections, he is devoted to ensuring clients are aware of the latest compliance efforts and trends for providing comprehensive benefit programs to their employees.

Bill works with clients across all industries and has a broad-based practice that involves all areas of employee benefits law. He advises public, private and tax-exempt employers on the design, implementation and administration of all types of welfare plans and tax-qualified retirement plans, including defined benefit, 401(k), 403(b) and 457(b).

He has significant experience in:

- Working with multi-employer benefit funds and advising clients on withdrawal liability matters
- Representing clients before the IRS and U.S. Department of Labor with respect to employee benefit plan audits and voluntary correction procedure filings
- Handling employee benefit issues arising in merger and acquisitions

Bill also frequently counsels clients on Employee Retirement Income Security Act fiduciary compliance matters and conducts training related to COBRA and HIPAA compliance.

## Education

- UIC John Marshall Law School (J.D., *cum laude*, 2002)
  - The John Marshall Law Review
- Millikin University (B.S., 1999)

## Bar Admissions

## Capabilities

- Employee Benefits & Executive Compensation
- Nonprofit Organizations
- ERISA Litigation
- Faith-Based Health Care Organizations
- Technology
- Hospitals & Health Systems

- Illinois

### **Court Admissions**

- Illinois Supreme Court
- U.S. Court of Appeals, Eleventh Circuit

### **Memberships**

- Illinois Bar Association
- Chicago Bar Association

### **Recognition**

- Selected for inclusion in *Best Lawyers in America*<sup>®</sup> for Employee Benefits (ERISA) Law, 2025-2026

## **Matters**

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- Served as the primary attorney advising on employee benefits for a recent merger between two hospital systems resulting in the largest Catholic nonprofit health system in the country with more than 150,000 employees, more than 150 hospitals, and operations in 20+ states.
- Regularly represents health care clients with respect to due diligence, negotiation of employee benefits related representations and covenants, and post-closing benefit plan integration resulting from strategic transactions.
- Counseled a national hospital system with respect to benefit plans integration as a result of its \$2.5 billion business combination/merger with two other independent hospital systems.