



Kelly J. Noyes

Attorney

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Kelly Noyes is a Shareholder in the Compensation and Benefits/ERISA Section, where she focuses on compliance, consulting, and drafting with regard to retirement plans, health and welfare benefit plans, ERISA, Employee Stock Ownership Plans (ESOPs), and executive compensation. Kelly's extensive litigation background provides her with a unique perspective that allows her to accurately counsel clients regarding risk, and gives her a keen insight of potential issues when drafting and advising with regard to client retirement and benefit plans.

Kelly has significant experience in complex business litigation, particularly in the areas of ERISA, health care billing and collections, and class action defense. Kelly pairs her knowledge of the law with a passion for understanding her clients' businesses, so she can achieve cost-effective resolutions to clients' problems, both in and out of the courtroom. She has particular experience in the ERISA, benefits, and health care sectors, working with providers, payers (including self-insured employers), and vendors to resolve disputes under benefit plans and implement procedures to avoid future litigation. Kelly has litigated in both state and federal courts throughout the country, including litigating appeals before the 7th Circuit Court of Appeals, and the Wisconsin Court of Appeals and Supreme Court.

Kelly is passionate about community involvement, and serves on the Board of Directors for the Milwaukee Ballet and Elmbrook Humane Society. She is also an active supporter of women business owners and entrepreneurs.

Areas of Practice

- Class Actions
- Appellate
- Compensation and Benefits/ERISA
- Employer Health Plans Team
- ERISA Litigation
- Health Law
- Healthcare Billing and Collection
- Commercial and Business Litigation
- Litigation and Risk Management

Education

- University of Wisconsin, J.D., *summa cum laude*, *Order of the Coif*, 2007
- Michigan State University, B.A., *with highest honors*, 2004

Bar Admissions

- Wisconsin
- U.S. District Court, Eastern and Western Districts of Wisconsin, Eastern District of Pennsylvania
- U.S. Court of Appeals, 7th Circuit

Representative Matters

- Advised clients with regard to termination of multi-million dollar pension plans, including drafting plan amendments and filing determination letter requests with the Internal Revenue Service.
- Obtained no-action letters from the Department of Labor for prohibited transactions related to qualified benefit plans.
- Worked with clients to draft non-qualified deferred compensation plans to employee retention of key employees.
- Advised clients in mergers or acquisitions related to employee benefit plan issues, including merger of 401(k) plans, and termination of

employee benefit plans of acquired entities.

- Defended health insurer against class-action lawsuit alleging ERISA and state law claims, including appeal to 7th Circuit Court of Appeals.
- Defended health care provider against multi-million dollar breach of contract and ERISA suit, and obtained judgment dismissing all claims prior to trial.
- Defended health care clients against Fair Debt Collection Practices Act (FDCPA) claims in multiple jurisdictions.
- Drafted updated Summary Plan Description for an employer's self-insured health benefit plan, identifying key issues in previous draft and updating them to ensure compliance with relevant law and minimize risk of future disputes.
- Managed discovery, including extensive electronic discovery, in a complex international contract dispute and obtained a favorable settlement prior to trial.
- Advised health-care industry clients regarding collections, including drafting policies related to protection of personal health information under HIPAA and Wisconsin privacy laws.

Professional and Civic Associations

- 7th Circuit Bar Association
- Milwaukee Bar Association
- State Bar of Wisconsin
- Eastern District of Wisconsin Bar Association (EDWBA)
- Association for Women Lawyers, (Board Member, 2016-2018)
- National Association of Women Lawyers (NAWL)

Honors and Accomplishments

- *The Best Lawyers in America*®, Commercial Litigation (2025-2026), Health Care Law (2024-2026)
- Wisconsin Super Lawyers® (2024-2025)
- Wisconsin Rising Stars (2012-2022)
- Association for Women Lawyers Community Involvement Award (2020)
- KNOW Women – Milwaukee (2020-2022)
- American Bar Foundation, Fellow
- *Wisconsin Law Journal*, Up & Coming Lawyer (2014)
- Wisconsin Access to Justice Commission Pro Bono Honor Society (2014)

Community Involvement

- Milwaukee Ballet, Board of Directors
- Medical College of Wisconsin Cancer Center Philanthropic Board, Community Events Chair
- Elmbrook Humane Society, Board of Directors
- Economic Justice Institute, University of Wisconsin Law School (Board President and Board Member, 2011-2018)