



Kathleen Sheil Scheidt

Partner

kathleen.scheidt@icemiller.com

312 726 2541

Kathleen Sheil Scheidt is a partner in Ice Miller's Workplace Solutions Group and a member of the firm's Board of Directors.

Kathleen counsels public, private and not-for-profit employers in all aspects of employee benefits and executive compensation. Her practice is focused in particular on defined contribution and defined benefit pension plans, plan governance and fiduciary duties, equity and other incentive arrangements, non-qualified deferred compensation, executive compensation agreements and perquisites, company stock investments, ESOPs, employee benefits and compensation matters in mergers and acquisitions, and securities law compliance for compensation and benefit arrangements.

Kathleen joined Ice Miller after serving as the lead employee benefits and executive compensation attorney for a publicly traded global biopharmaceutical company headquartered in Illinois. She advised and worked with colleagues throughout the company on a broad range of legal and strategic matters involving the company's total rewards programs and executive compensation arrangements. Kathleen was a key contributor in the development of policies and procedures for the company's securities and benefits compliance following its spin-off from another public pharmaceuticals and medical products company. In addition, on an interim basis she oversaw the company's legal operations department. Kathleen worked closely with the total rewards and finance teams on ERISA, tax, corporate governance and securities law compliance, as well as strategy, short- and long-term planning and procedural refinements for the total rewards and executive compensation programs. She collaborated with the human resources team and labor and employment legal counsel to help attract and retain key talent and manage employee separations and other transitions and to prevent or resolve disputes related to employee compensation and benefits. She also led the cross-functional team responsible for the executive compensation components of the company's annual proxy statement. Kathleen was extensively involved in the acquisition and integration of target companies, led the company savings plan and equity plan participant communication and election processes in a company self-tender offer and contributed to several other corporate transaction projects.

Prior to being spun off with the biopharmaceutical company, Kathleen was senior counsel for a publicly traded global pharmaceuticals and medical products company

Services & Industries

- 401(k) Plans
- 403(b) Plans
- 457 Plans
- Advice to Directors & Officers
- Benefit Compliance & Correction Programs
- Benefit Disputes & Litigation
- Benefits Communications
- Employee Benefits
- Employee Benefits for Higher Education
- Employment & Benefits in Health Care
- Equity-Based Compensation Programs
- ESOPs
- Executive Compensation
- Fiduciary Responsibility & Audits
- Health & Fringe Benefit Plans
- Life Sciences & Biotechnology
- Mergers & Acquisitions

headquartered in Illinois, where she counseled colleagues on legal aspects of employee benefits and executive compensation arrangements. She participated in numerous corporate transactions, handling the employee benefits due diligence, contributing to the drafting and negotiation of the transaction agreements and helping facilitate the transfer of acquired employees and their integration into the company's compensation and benefit programs. Kathleen also served a key role in planning, documenting and implementing the employee benefits and executive compensation aspects of the company's spin-off of its proprietary pharmaceuticals business.

Kathleen gained extensive employee benefits and executive compensation legal experience over many years as a law firm partner and associate before she took on her in-house counsel roles. Kathleen began her legal career as an Ice Miller summer associate and then joined Ice Miller's Indianapolis office as an employee benefits associate.

Education

- University of Notre Dame (B.A., *cum laude*, 1995)
- University of Iowa College of Law (J.D., *with high distinction*, 1998)

Admissions

- Illinois
- Indiana
- Massachusetts

Professional Affiliations

- American Benefits Council Policy Board of Directors
- The ESOP Association Advisory Committee on Legislative & Regulatory Issues
- The ESOP Association Public Policy Committee

Awards & Honors

- *Legal 500 U.S. City Elite Rankings* in Chicago for Labor & Employment, 2026
- *Crain's Chicago Business* Notable Women in Law, 2024
- *The Best Lawyers® in America* for Employee Benefits (ERISA) Law, 2023-2026

Community Involvement

- Roycemore School – Past Board of Trustees Chair and Committee Member

Success Stories

Ice Miller Represents Clients in the Acquisition of an IT Services Company

Ice Miller represented Virtual Technologies Group (VTG), a single source IT solutions provider backed by Jacmel Partners, on its acquisition of Whitlock Infrastructure Solutions (Whitlock). Whitlock is a software solutions and IT services firm specializing in IT operations management for enterprise organizations.

The acquisition strengthens VTG's commercial enterprise service capabilities and federal government services experience by leveraging Whitlock's managed IT services and deep relationships with leading software providers. The combined VTG platform, which is supported by strategic capital from Jacmel, will deliver comprehensive end-to-end managed IT and cybersecurity solutions to government agencies, education organizations, non-profits, and enterprise customers across diverse sectors including energy, manufacturing, healthcare, aerospace and defense, financial services, and technology.

The Ice Miller deal team was led by [Michael Zaino](#) with support from our [Private Equity group](#), including [Peter Frintzilas](#), [Lisa Samblanet](#), [Brian Schultz](#), [Huidi Shu](#), [Macey Miller](#), [Nancy Kartos](#), [Ben Goodman](#), and [Devin Routie](#). Additional assistance was provided by [Drew Miroff](#), [Sandeep Kathuria](#), [Tami Earnhart](#), [Kayla Ernst](#), [Kathleen Scheidt](#), [Maria Montero](#), [Ben Burdick](#), [Clare Van Prooyen](#), [Tiffany Releford](#), [Nick Reuhs](#), and [Jotionette Jones](#).

Ice Miller has been active in the private equity industry for over 40 years, representing both management teams building great companies and the private equity firms and individuals that invest in them. We have acted as lead counsel in numerous domestic and international transactions and in the past five years, our attorneys have closed over 1,500 transactions worth in excess of \$60 billion.

[Learn more](#) about how Ice Miller serves private equity clients and gets complex deals done.

Ice Miller Assists Milestone Partners in its Acquisition of FORTH

Ice Miller represented Milestone Partners, a Philadelphia-based private equity firm specializing in technology-enabled services, in its [majority equity investment](#) in Set Forth, LLC (FORTH). FORTH is a leading provider of technology and payment processing solutions for the consumer debt settlement industry and specialty finance markets.

Milestone Partners collaborates with niche, high margin businesses with a focus on the financial solutions and technology sectors. This strategic investment will give FORTH and the management team the support needed to continue executing their vision of delivering reliable and innovative technology and payment solutions tailored to the needs of their clients, consumers, and business partners.

The Ice Miller deal team was led by [Brian Korman](#) and [Ben Goodman](#), with additional support provided by the firm's robust bench of attorneys from across our Philadelphia, Chicago, New York, Baltimore, Indianapolis, and Columbus offices.

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Ice Miller Represents White Wolf Capital Portfolio Company in Its Acquisition of Magenta

Ice Miller represented NewCo Plastics, a custom molded plastic parts manufacturer, and the portfolio company of White Wolf Capital Group, Inc., in its acquisition of Magenta and its affiliates, Permian Plastics LLC and MM Plastics LLC. Magenta and its affiliates provide a diversified custom injection plastic molding solution for customers within a wide array of target markets, including the healthcare, personal care, food and beverage, biotechnology, and chemicals industries.

The Ice Miller team was led by private equity partners [Thomas Kesoglou](#) and [Sam Raboy](#), with additional support from the deal team of Chelsea Abramowitz, [John Acquaviva](#), [Barbara Bacon](#), [Holiday Banta](#), [Greg Barr](#), [Jared Berklee](#), [Paul Bittner](#), [Sid Bose](#), [Ben Burdick](#), [Nick Casto](#), [Terri Czajka](#), [Grace Dahm](#), [Kayla Ernst](#), [George Gasper](#), [Ben Goodman](#), [Thomas Green](#), [Brian Harvey](#), [Ida Hyvarinen](#), [Nancy Kartos](#), [Brian Korman](#), [Matthew Kriege](#), [Cody Laska](#), [Jackie Lesser](#), [Amy Luce](#), [James McDonough](#), [Jackie Perrotta](#), [Nicholas Reuhs](#), [Devin Routie](#), [Lisa Samblanet](#), [Kathleen Scheidt](#), [Brian Schultz](#), [Connor Skelly](#), [Dale Stackhouse](#), and [Mike Tirman](#). Xuan Feng, who was a law clerk at the time, also assisted with the deal.

Ice Miller has represented White Wolf Capital, a private investment firm, in a multitude of transactions focusing on investment opportunities in North America across several industries, including manufacturing, business services, information technology, security, and aerospace and defense.

Ice Miller Represents Forge Biologics in \$620M Acquisition by Ajinomoto

Forge Biologics Holdings, LLC, a Columbus, Ohio-based premier gene therapy contract development & manufacturing organization, has been acquired by the Ajinomoto Group, a Japanese multinational food and biotechnology public company, in an all-cash \$620M deal.

The Ice Miller deal team was led by [Edward Braum](#) and [Dann Bruno](#), with additional corporate support from [Erik Olson](#), [Kevin Burns](#), [Ben Goodman](#), [Chris Michael](#), [Chelsea Abramowitz](#), [Brigid Sharek](#), [Huidi Shu](#), and [Lisa Samblanet](#). [Kathleen Scheidt](#), [Dan Corsaro](#), [Nick Casto](#), [Sean Kim](#), [Holly Banta](#), [Cathy Strauss](#), [Anthony Aaron](#), [Grace Dahm](#), [Nick Reuhs](#), and [Brian Harvey](#) provided specialist support.

Ice Miller has represented Forge since its inception in 2020 through its various rounds of venture capital financing, including its \$40M Series A financing in 2020, \$120M Series B financing in 2021, and \$90M Series C financing in 2022. Ice Miller Business Group partners [Edward Braum](#) and [Sean Kim](#) have represented Forge through its growth, with Ed overseeing the structuring and financing of the company, and Sean facilitating licensing and day-to-day commercial transactions.

This representation further highlights Ice Miller's rapidly growing life sciences practice, with the acquisition placing Forge in a position for long-term growth. The transaction also supports Ajinomoto's desire to extend its development and manufacturing of gene therapies worldwide.

Published In

- *Bloomberg Law Guide to Retirement Plan Designs*, "Chapter 25. ERISA Section 404(c) and Participant-Directed Accounts," (January 2020)

Thought Leadership

November 13, 2025

IRS Releases Updated Cost of Living Adjustments and Maximum Dollar Limits for Tax Year 2026

September 23, 2025

IRS Issues Final Regulations on Roth Catch-Up Mandate for Higher Earners Ahead of Implementation Deadline

July 21, 2025

Big Beautiful Benefits: A Look at the Employee Benefits Provisions of the One Big Beautiful Bill

November 7, 2024

2025 Cost of Living Adjustments for Your Retirement Plan Administration

January 8, 2024

Just in Time for the New Year, IRS Issues Miscellaneous Implementation Guidance for SECURE 2.0 Changes

December 20, 2023

In the Nick of Time Before Effective Date: IRS Issues Proposed Regulations for the Long-Term, Part-Time Employee Rules

November 9, 2023

2024 Cost of Living Adjustments for Your Retirement Plan Administration

August 29, 2023

Welcome Delay of SECURE 2.0 Roth Catch-Up Contribution Requirement

April 4, 2023

Guidance Issued on the End of the COVID-19 Emergency Periods and Impact on Benefits Plans

January 17, 2023

Secure 2.0 Highlights for Retirement Plan Sponsors

November 10, 2022

Time to Dig In: SEC Issues Final Clawback Rules for Incentive Compensation
Employee Benefit Plan Review

November 3, 2022

2023 Cost-of-Living Adjustments for Health and Welfare Plans

October 31, 2022

2023 Cost of Living Adjustments for Your Retirement Plan Administration

October 10, 2022

IRS Extends Helpful RMD Rule Transition Relief

August 22, 2022

IRS Extends Deadlines for Amending a Retirement Plan or IRA for Certain Provisions of SECURE Act, Miners Act, and CARES Act

June 13, 2022

IRS Announces New “Pre-Audit” Pilot Program for Retirement Plans

May 10, 2022

HDHP and HSA Annual Limits Increase for 2023

March 18, 2022

IRS Releases Proposed RMD Rule

February 11, 2022

Health Plan Fiduciaries Should Be Prepared for Service Provider Fee Disclosures

January 27, 2022

Expect the Breach of Fiduciary Duty Cases to Keep on Coming

November 9, 2021

2022 Cost of Living Adjustments for Your Retirement Plan Administration

October 20, 2021

Rollovers as Business Start-Ups (ROBS): What to Know When Financing a Business Using Your 401(k), IRA or Other Retirement Funds

July 19, 2021

IRS Updates the EPCRS Correction Program (Rev. Proc. 2021-30)

May 19, 2021

IRS Issues Guidance on COBRA Subsidies Just In Time

May 12, 2021

HDHP and HSA Annual Limits Increase for 2022

May 3, 2021

DOL Issues New Cybersecurity Guidance: A Step Towards Minimum Expectations

March 11, 2021

New Stimulus Act Provides Full COBRA Subsidies to Involuntarily Terminated Employees

January 19, 2021

Retirement Plan Provisions in the Consolidated Appropriations Act of 2021

January 11, 2021

EEOC Issues New Proposed Wellness Regulations

January 7, 2021

Year-End Legislation Brings More Than Just COVID-19 Relief: New Changes for FSAs and Employer-Based Health Plans

December 9, 2020

IRS Issues 2020 Required Amendments List

October 29, 2020

2021 Cost of Living Adjustments for Your Retirement Plan Administration

October 6, 2020

IRS Issues Q&A Guidance for the SECURE Act and Miners Act

June 29, 2020

Additional IRS Guidance for CARES Act Loans, Coronavirus-Related Distributions and Required Minimum Distributions

May 27, 2020

DOL Issues Final Rule on Electronic Delivery

May 13, 2020

IRS Allows Mid-Year Election Changes for Health Plans, Health FSAs, Dependent Care FSAs in 2020

May 12, 2020

IRS Releases Coronavirus-Related Relief for Retirement Plans Q&A

May 11, 2020

A Closer Look: Coronavirus-Related Distributions

May 11, 2020

A Closer Look: Other CARES Act Provisions Affecting Health Plans

May 11, 2020

A Closer Look: Employer-Provided Student Loan Repayments

May 11, 2020

A Closer Look: Mandatory Coverage of COVID-19 Testing

May 11, 2020

A Closer Look: Loan Increases and Repayment Relief

May 11, 2020

Summary Table and In-Depth Analysis of COVID-19 Legislation for Employer-Based Retirement and Welfare Plans

May 11, 2020

A Closer Look: Suspension of Required Minimum Distributions

May 11, 2020

A Closer Look: Extended Deadlines

April 17, 2020

FAQs Clarify Health Plan Requirements of FFCRA and CARES Act

April 13, 2020

IRS Extends Time-Sensitive Deadlines to July 15, 2020 Due to COVID-19

March 31, 2020

CARES Act Expands Requirements for Health Plans

March 30, 2020

Reducing or Suspending Employer Retirement Plan Contributions Due to COVID-19

March 27, 2020

Accessing Retirement Plan Funds Under CARES Act and Existing Law

March 19, 2020

Coronavirus Response Act Requires Health Plans to Cover COVID-19 Testing

January 7, 2020

Required Amendments List for Individually Designed Retirement Plans

January 6, 2020

SECURE Act Becomes Law - Private Sector Retirement Plan Considerations