



Stanley D. Prybe

Of Counsel

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Stan Prybe is Of Counsel in Ice Miller's Workplace Solutions group. Stan has extensive legal experience regarding employee benefits, executive compensation and mergers & acquisitions. Specifically, he has counseled on matters regarding equity incentive compensation, nonqualified deferred compensation plans, executive compensation, qualified retirement plans, medical and welfare benefits, ERISA, COBRA, the Affordable Care Act, benefits issues in mergers and acquisitions, individual retirement accounts and HIPAA Privacy.

Stan frequently presents on the topics of employee benefits and executive compensation. From 2017 to 2020, Stan was named to the Ohio Super Lawyers Rising Stars list. Since 2022, Stan was recognized by *Best Lawyers® in America* in Employee Benefits Law. Stan is also heavily involved in the employee benefits professional community in Northeast Ohio and serves on the Steering Committee and as Vice President of the Northeast Ohio chapter of Worldwide Employee Benefits (WEB).

In 2002, Stan graduated, *magna cum laude*, from Davidson College with a Bachelor of Science in mathematics. He earned his juris doctor in 2005 from the University of Virginia School of Law, where he served as an editor for the *Virginia Sports and Entertainment Law Journal*.

Education

- Davidson College (B.S., 2002)
 - Mathematics
- University of Virginia School of Law (J.D., 2005)

Admissions

- Ohio
- United States District Court - Northern District of Ohio

Professional Affiliations

- Ohio State Bar Association

Services & Industries

- Employee Benefits
- Executive Compensation
- HIPAA Privacy & Security
- Mergers & Acquisitions
- Retirement Plans

- Cleveland Metropolitan Bar Association
- Worldwide Employee Benefit Network (WEB), Northeast Ohio Chapter, President, 2024-2026; Vice President, 2022-2024, Member, Northeast Ohio Chapter Steering Committee

Awards & Honors

- *The Best Lawyers in America*®, Employee Benefits (ERISA) Law, 2022-2026
- Ohio *Super Lawyers* Rising Star, 2017-2020

Community Involvement

- Board of Trustees, Hunger Network

Thought Leadership

April 8, 2026

USPS Postmark Rule Change Creates New Compliance Risks for Employee Benefit Plans

March 24, 2026

Retirement of IRS FIRE System and Mandatory Transition to IRIS

February 2, 2026

IRS Modifies Language in the Safe Harbor Special Tax Notice

January 6, 2026

2026 Is Here—Is Your Plan Ready? Required Amendments, Tax Tables, and TEFRA Reminders

December 4, 2025

New Maximum Dollar Limits for Tax Year 2026: How the Contribution Limits Interact When an Employer Sponsors Multiple Retirement Plans

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 24, 2025

Roth Catch-Up Requirements for Special Catch-Up Contributions in 457(b) Plans

July 21, 2025

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

July 10, 2025

Avoiding Impermissible CODAs in Governmental Pension Plan Reform and Enhancement

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

March 29, 2023

Emergency Savings Accounts: What We Know (So Far)

February 27, 2023

***Employee Benefit Plan Review* | SEC Issues Final Clawback Rules for Incentive Compensation**

Employee Benefit Plan Review

November 10, 2022

Time to Dig In: SEC Issues Final Clawback Rules for Incentive Compensation

Employee Benefit Plan Review

June 13, 2022

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

May 10, 2022

HDHP and HSA Annual Limits Increase for 2023