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Thomas F. J. O'Mullane

Driven to Make a Difference in Employee Benefits Law

Laser-focused on his future career, Thomas F. J. O'Mullane took a keen interest in tax law during his studies at Seton Hall University School of Law. Tom thrives on detail and problem-solving; two components that contribute to being a successful tax lawyer. He solidified his path forward by immersing himself in the subject via coursework, serving as treasurer for the Tax Law Society and preparing tax returns for low-income workers through the Volunteer Income Tax Assistance Program.

After law school, Tom joined a Big Four accounting firm, where he provided tax and retirement plan consulting services to large national and multinational corporations. These years of in-depth experience on nuanced tax, benefits and retirement plan compliance matters gave him an edge among his peers.

When Tom joined Day Pitney, he was ready for a challenge. He wanted to gain experience as a broad-based employee benefits and executive compensation attorney, so the move from an accounting firm to a law firm was a logical choice. While some might have reservations about switching industries, Tom jumped in with both feet, landing firmly on the ground.

Taking calculated risks was a concept Tom learned from his parents at an early age when they made the trip across the pond from England to New Jersey for his father's job. "That move shaped me in more ways than one," Tom says. "I learned not just to roll with the punches, but to truly evolve and immerse myself in new environments. Plus, seeing the rewards that come from hard work and following one's passion was inspiring and continues to shape my life."

Today, Tom's practice focuses on advising companies big and small on employee benefits and executive compensation matters. Clients rely on his extensive experience as he advises them on the design, implementation and ongoing administration of their qualified and nonqualified retirement plans and health and welfare arrangements. He regularly represents employers before the Internal Revenue Service in connection with the correction of plan document and operational failures, and before the Department of Labor in connection with fiduciary violations. Tom takes pride in deciphering the law to help his clients achieve practical solutions to complex benefits issues.

Glatt Air Techniques, Inc., Head of Finance Dawn Sindelar says Tom is instrumental in helping the company with everything related to its retirement plan, from drafting plan-related documents and participant communications to assisting with the plan's compliance obligations. "He's a great attorney who has a finger on the pulse of his industry and keeps his clients in the loop and top of mind," she says. "Not only is Tom insightful in providing thorough explanations, but he also has a great sense of humor that brings lightheartedness to our otherwise technical discussions."

Tom knows he has a successful career because he looks forward to going to work each day. "I love what I do and feel very fortunate to practice at Day Pitney," he says. "Between the talented lawyers and great clients I work with every day, it's the best of both worlds."

When he is not at work, Tom spends time with his wife and three daughters, ages 3, 6 and 9. He has cultivated his love of English football into a family affair, with everyone cheering on the Tottenham Hotspurs alongside him.

Tom also dedicates himself to supporting the community and serves on the Board of Trustees for The Medical Needs Foundation. The Morris County nonprofit works to provide financial assistance to individuals and families facing overwhelming medical expenses due to serious chronic conditions or catastrophic injuries. He has served in several roles,

including treasurer and secretary, since joining the board in 2017. "I'm honored to be a part of this organization because it provides vital support to members of our community who are truly in need of assistance," Tom says.

EMPLOYEE BENEFITS AND EXECUTIVE COMPENSATION

Seton Hall University School of Law, J.D., *cum laude*

Boston College, B.S., *cum laude*

Admissions: New Jersey, New York

Key Contacts



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