



Erin Haldorson Weber

Partner

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With more than 20 years of experience, Erin combines her legal acumen with a strategic mindset, making her an indispensable ally in the ever-evolving landscape of employee benefits law. She advises both public and private companies through the full spectrum of issues, including qualified and non-qualified retirement plans, comprehensive health and welfare programs, fiduciary and corporate governance issues, executive compensation, and ERISA litigation, among others.

Erin also handles the intricate employee benefits and executive compensation aspects of M&A deals, ensuring seamless transitions and compliance with tax and securities regulations.

She has extensive experience with guiding clients through pension plan de-risking transactions, including serving as lead counsel in multiple annuity buyouts exceeding \$1B. In addition, Erin routinely represents employers and fiduciary committees in the negotiation of trustee, third-party administrator, recordkeeper, and other outside vendor agreements.

In addition to her more than 20 years of law firm experience, Erin was previously Senior Vice President, Head of Total Rewards, and ERISA Counsel at a company that is a global leader in the production and distribution of food and beverage products.

Activities

Erin is a member of the Board of Directors of the Center for Conflict Resolution.

Credentials

EDUCATION

Erin received a B.S. from Northern Illinois University in 1997 and a J.D., *magna cum laude*, in 2002 from the University of Illinois College of Law, where she was a notes and comments editor of the *University of Illinois Law Review*.

Prior to attending law school, Erin worked as a registered nurse specializing in cardiac telemetry.

ADMISSIONS

- Illinois

Related Insights & News

A list of Erin's speaking engagements and publications include the following:

- "[Erin Weber Discusses Upcoming Benefits Appellate Argument](#)," Law360 Interview, October 15, 2024
- "[Departments Release Final Mental Health Parity Rule](#)," Winston Client Briefing, September 30, 2024
- "[Home Depot's ERISA Win at 11 Circ. Deepens Circuit Split](#)," Law360 Interview, August 9, 2024
- "[S. Court of Appeals Partially Upholds Braidwood Management, Inc. v. Becerra: Finds Appointment of USPSTF Unconstitutional](#)," Winston Client Briefing, July 3, 2024
- "[4 Big ERISA Decisions from the 1st Half of 2024](#)," Law360 Interview, June 14, 2024
- "[Benchmarking Divides Judges Juggling Flood of 401\(k\) Lawsuits](#)," Bloomberg Law Interview, March 4, 2024
- "[4 Argument Sessions Benefits Attys Should Watch in March](#)," Law360 Interview, March 1, 2024
- "[Recent Developments Highlight the Need for Fiduciary Attention to Health Plan Fees](#)," Winston Client Briefing, February 13, 2024
- "[5 Employee Benefits Cases to Watch in 2024](#)," Law360 Interview, January 1, 2024
- "[4 Argument Sessions Benefits Attys Should Watch in October](#)," Law360 Interview, September 29, 2023

RECOGNITIONS

Law360 Names Winston Attorneys to 2025 Editorial Advisory Boards

MARCH 20, 2025

BLOG

Department of Labor Increases Civil Penalties for Noncompliance

MARCH 19, 2025

IN THE MEDIA

Erin Weber Highlights Two Employee Benefits Cases for Attorneys to Watch in March with Law360

MARCH 10, 2025

BLOG

Tobacco Surcharge Lawsuits Test Employee Wellness Programs

JANUARY 30, 2025

IN THE MEDIA

Erin Weber Quoted in Law360 Article Spotlighting Five High-Profile Benefits Cases in January

JANUARY 17, 2025

BLOG

New Changes to Health Plan Compliance in 2025

JANUARY 8, 2025

IN THE MEDIA

Erin Weber Discusses Upcoming Benefits Appellate Argument with Law360

OCTOBER 15, 2024

BLOG

Departments Release Final Mental Health Parity Rule

SEPTEMBER 30, 2024

IN THE MEDIA

Erin Weber Discusses Home Depot ERISA Win with Law360

AUGUST 14, 2024

PRO BONO IN ACTION

Winston M&A Teams Help NGOs Restructure to Enhance Efficient Delivery of Vital Services

JULY 18, 2024

BLOG

U.S. Court of Appeals Partially Upholds *Braidwood Management, Inc. v. Becerra*: Finds Appointment of USPSTF Unconstitutional

JULY 3, 2024

IN THE MEDIA

Erin Weber Discusses Notable 2024 ERISA Decision from the First Half of 2024 with Law360

Capabilities

Qualified Retirement Plans

Executive Compensation Plans & Agreements

Employee Benefits & Executive Compensation

Mergers & Acquisitions

Labor & Employment

Financial Services