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Mr. Cole is a Principal of Groom Law Group and the head of the firm's Multiemployer Practice Group. He has over twenty years of experience working with collectively bargained plans and the employers and unions that sponsor them. He has represented plans, trustees, employers and unions in numerous Department of Labor, Internal Revenue Service and criminal investigations. Mr. Cole's practice includes specialization in issues regarding fiduciary duty, plan funding, health care, investments, prohibited transactions, reporting and disclosure, tax qualification of employee benefit plans, and tax exempt organizations. He earned his B.A. degree from the University of Virginia and graduated with a law degree from George Mason University Law School. While in law school, he was an editor of the George Mason Law Review. He also graduated with distinction from Georgetown University Law Center earning his LL.M. in tax and employee benefits law. Mr. Cole is admitted to practice in the District of Columbia and New York.