MILLER JOHNSON Attorneys

Michael G. Najjarpour

COUNSEL

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Michael Najjarpour is a Counsel Attorney in Miller Johnson's Employment and Labor practice group. He represents public and private employers in employee benefits and executive compensation matters.

Employee Benefits and Executive Compensation
Michael advises employers and plan sponsors on the design, compliance, and administration of employee benefit and executive compensation programs. He delivers practical, business-focused guidance on a wide range of federal and state laws, helping clients navigate complex regulatory requirements with confidence.

Michael's practice covers health and welfare plans, retirement plans, and executive compensation arrangements. He regularly counsels on compliance with ERISA, the Affordable Care Act (ACA), HIPAA, COBRA, FMLA, the Internal Revenue Code, MHPAEA, and related laws. He also advises on 401(k) plan compliance and corrections, Section 409A, and executive employment agreements.

Plan Review
Clients rely on Michael to draft and review plan documents, including ERISA wrap plans, summary plan descriptions, cafeteria plans, and required annual notices. He also supports plan administration by preparing participant communications, handling claims and appeals and addressing document requests. His experience extends to fiduciary training and employee benefits aspects of mergers and acquisitions.

Practice Areas

- Employment and Labor
- Employee Benefits and Executive Compensation
- ERISA Litigation
- FMLA / ADA Solutions
- Business and Corporate
- Mergers and Acquisitions

Education

- LL.M. in Employee Benefits, University of Illinois Chicago School of Law, 2007
- J.D., University of Illinois Chicago School of Law, 2007
- B.A. in Economics, Concentration in Finance and Business Administration, University of Illinois at Urbana-Champaign, 2002

Bar Admissions

- Illinois, 2008

Professional Experience

Before joining private practice, Michael spent more than a decade in consulting and compliance roles with national firms, where he worked closely with employers to solve day-to-day benefits challenges. He has deep experience conducting nondiscrimination testing, performing MHPAEA analyses, and delivering client-facing compliance training and presentations. He is also a frequent writer on employee benefits developments, having authored numerous client alerts and articles on emerging regulatory guidance.

Michael combines technical depth with a practical approach, helping clients implement compliant solutions that align with their organizational goals.

Education

Michael earned his LL.M. in Employee Benefits from the University of Illinois Chicago School of Law in December 2007 and earned his J.D. in May 2007. Prior to law school, he earned his B.A. in Economics with a concentration in Finance and Business Administration from the University of Illinois at Urbana-Champaign in 2002.