



Honoring the Memory of Thomas C. Graves

We are very sad to report that our former colleague and attorney emeritus, Thomas C. Graves, passed away on Tuesday, October 17, 2023.

Tom began his legal career in the Judge Advocate General's (JAG) Corp in the U.S. Army. He did a tour of service in Vietnam in the early 1960s, returning to Kansas City to practice law. He continued to serve his country in the Army Reserves, retiring as a Colonel.

Tom was not only a valued member of our law firm, but he was one of the most respected ERISA attorneys in Kansas City. Tom was long known as the Dean of the Kansas City employee benefits community. He was a founding member of the Employee Benefits Institute (EBI). He was also a Certified Employee Benefits Specialist (CEBS) and was a CEBS instructor. He was also selected as a Fellow in the ABA's prestigious American College of Employee Benefits Counsel and served as Chair of the ABA Tax Section's Employee Benefits Subcommittee, Military Leaves (which brought us USERRA).

Tom retired from the active practice of law in 2018, but assuredly, the law never left Tom, and we continued to rely on Tom's legal acumen long following his retirement.

A client described Tom (while pointing to Tom's infamous "plan binders" lining the walls behind the client's desk), *"this is the reason I can sleep at night; I know Tom has taken care of all of ERISA's tortuous requirements."* One of Tom's former colleagues said about Tom *"that's how an attorney should practice law."*

We cannot agree more. Tom was knowledgeable beyond knowledge, thorough to the nth degree, and dedicated to his clients and to the practice of law. Most importantly, his life defined the word "honor." He was honorable to his country, to his clients, and to his many friends, colleagues and family.

This ERISA guru of gurus will be sorely missed in the benefits community, but he will be missed even more by all of us here at Haynes Benefits.

Tom's services will be held:

Monday, October 23, 2023

Visitation 10:00 a.m. with the service at 11:00 a.m.

Longview Funeral Home

12700 S.E. Raytown Road

Kansas City, MO 64149

Dated: October 18, 2023



Haynes Benefits PC | 2600 Grand Blvd., Suite 410, Kansas City, MO 64108