



Cynthia Boyle Lande

Attorney at Law

- Agribusiness
- Employee Benefits
- Growth Capital
- Taxation Law
- Business and Corporate Law
- Employment and Labor Law
- Startup
- Wills, Estate, and Probate Law



Cindy is a member of BrownWinick and serves as co-chair of BrownWinick's Business and Corporate Law Practice Group and co-chair of the firm's Women in Business group. Cindy represents clients in the areas of taxation, employee benefits, and general business transactions. She helps small and large employers design and administer executive compensation, retirement, and welfare benefit plans and assisting employers with plan compliance requirements including those related to the Affordable Care Act. Cindy has assisted clients with IRS plan audits and Department of Labor plan investigations and has also helped clients correct identified retirement plan failures. Cindy regularly advises clients regarding equity-based compensation, including stock options.

Cindy also advises clients on business and individual tax issues and counsels clients with respect to general corporate and business matters. Cindy helps clients form new businesses, identify and create contracts to grow their business, expand their business through acquisitions and mergers, and maximize profitability through a final sale or other exit. Cindy has represented clients in audit and collection matters involving personal and business income taxes in front of both the Internal Revenue Service and the Iowa Department of Revenue. Cindy is also admitted in

Contact Cynthia

515-242-2476

515-323-8576

Assistant:

Gabe Foshe

515-558-8846

Education

Undergraduate:

Iowa State University

B.S., *with distinction*, Finance and Accounting, 2007

and has represented clients in matters before the Tax Court. Cindy regularly advises and represents clients with respect to sales tax compliance and appeals.

Cindy graduated from Iowa State University, *with distinction*, in 2007, receiving her B.S. in Accounting and Finance. She was a National Merit Scholar and a member of the University Honors Program at Iowa State University. Cindy received her J.D. in 2010, *with distinction*, from the University of Iowa, along with the Iowa State Bar Association Outstanding Graduate Award, the University of Iowa College of Law Future Leader of the Iowa Bar Award and the Willard L. Boyd Public Service Award - Highest Distinction. While at the University of Iowa, Cindy was the Executive Editor of the *Iowa Law Review* and was active in the Iowa Student Bar Association, serving as Treasurer from 2008-2009 and Co-President from 2009-2010.

Cindy is a member of the Polk County, Iowa State and American Bar Associations and a member of the Polk County Women Attorneys. She serves on the Iowa State Bar Association's YLD Executive Council and Taxation Law Section Council. Cindy is also serving on the Board of Rebuilding Together Greater Des Moines, Metro Women Connect, and the Iowa Chapter of the National Association of Women Business Owners. She was admitted to the Iowa bar in 2010, the United States District Courts for Northern and Southern Districts of Iowa in 2011, and the U.S. Tax Court in 2017. Cindy successfully completed the CPA Exam in 2008.

Legal:

University of Iowa

J.D., *with distinction*, 2010**Admitted**

Iowa, 2010

Tax Court, 2017

A Firm Commitment to Business™

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Toll Free: 1-888-282-3515

Des Moines 666 Grand Avenue Suite 2000, Ruan Center Des Moines, IA 50309 515-242-2400 *main* 515-283-0231 *fax*

Pella 616 Franklin Place Pella, IA 50219 641-628-4513 *main* 641-628-8494 *fax*

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