



## Jennifer S. Addis

### Associate

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## OVERVIEW

Jennifer Addis is an associate in the employee benefits and executive compensation group in the Seattle office. Jennifer focuses her practice on employee benefits and executive compensation issues. She has varied experience advising employers and plan administrators on ERISA and tax compliance issues, and specifically with regard to the design, drafting, and administration of tax-qualified and non-qualified employee benefit plans, health and welfare benefit plans and retirement plans. She is experienced in working with 401(k), 403(b), 457, and defined benefit pension plans.

Jennifer also regularly assists with benefit and compensation aspects of mergers and acquisitions, including issues arising under Internal Revenue Code Sections 162(m), 280G, and 409A.

## PROFESSIONAL BACKGROUND

During law school, Jennifer worked as a judicial extern for Hon. Marsha J. Pechman of the United States District Court for the Western District of Washington. After graduating, Jennifer served as a law clerk for Justice Charles W. Johnson of the Washington State Supreme Court.

## ACHIEVEMENTS

- Named to Super Lawyers Rising Star list (2018)

## PROFESSIONAL / CIVIC ACTIVITIES

- Washington State Bar Association
- King County Bar Association

## EDUCATION

- J.D., Seattle University School of Law, 2009 (*summa cum laude*, *Lead Articles Editor*, *Seattle University Law Review*)

- B.A., Columbia College of Columbia University, 2000

## ADMISSIONS

- Bar of Washington

## THOUGHT LEADERSHIP *POWERED BY HUB*

- 17 December 2018, New Flexibility for Hardship Withdrawals: Permissive Changes Starting 2019 and Required Changes by 2020
- 14 July 2016, IRS Moves Forward with Plan to Change the Determination Letter Process

## OTHER PUBLICATIONS

- Critical Habitat: Proposed Revisions to the Endangered Species Act Could Affect the Region's Businesses," *Seattle Business Magazine*, November 2014
- Note, *A Missed Opportunity: How Pakootas v. Teck Cominco Metals, Ltd. Could Have Clarified the Extraterritoriality Doctrine*, 32 *SEATTLE U. L. REV.* 1011 (2009).

## NEWS & EVENTS

- 20 December 2019, K&L Gates Advises Beatty Marketing & Sales on Acquisition by Aspen Surgical Products

## AREAS OF FOCUS

- Benefits and ESOPs
- ERISA
- Executive Compensation