



## Douglas M. Love

### Partner

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### OVERVIEW

Douglas Love practices in the areas of employee benefits and ERISA, including tax-qualified and nonqualified retirement plans such as pension, profit sharing and 401(k) plans, 403(b), 457(b) and (f) plans, executive and stock-based compensation, ESOPs and welfare plans such as severance, medical and cafeteria plans. He was selected as Best Lawyers' 2015 Seattle Employee Benefits (ERISA) Law "Lawyer of the Year".

### ACHIEVEMENTS

- Listed in *The Best Lawyers in America*® for Employee Benefits (2007-2024)
- Selected as *Best Lawyers' 2015 Seattle Employee Benefits (ERISA) Law "Lawyer of the Year"*

### PROFESSIONAL / CIVIC ACTIVITIES

- Western Pension & Benefits Council
- Bethany Lutheran Church -- Council President, Bainbridge Island

### SPEAKING ENGAGEMENTS

- "Trials and Tribulations of Plan Conversions", Panel Speaker, ASPPA Benefits Council, Great Northwest, Quarterly Update, September 26, 2018, Seattle.
- "Trump Administration Legal Effects on Employee Benefit Plans," presented at Cement Employers Association Annual Meeting, September 19, 2017, Las Vegas.
- "Litigation Merry-Go-Round", presented (along with Ron Kravitz of Shepherd, Finkelman, Miller, Shah, LLP) at 2017 Western Benefits Conference, July 10, 2017, Anaheim.
- "Case Law Update: ERISA and Employee Benefit Plans," presented at Cement Employers Association Annual Meeting, September 27, 2016, Orlando.

- “Legal Update: Review of Recent Federal Court Decisions Involving Employee Benefit Plans and ERISA,” presented at the Western Pension & Benefits Council Chapter Meeting, February 16, 2016, Seattle.
- “409A and Select Benefits Issues for Employment Lawyers,” presented at the 16th Annual Labor and Employment Law Program providing continuing education for lawyers and HR professionals, The Seminar Group, August 15 and 16, 2013, Seattle.
- “The Devil is in the Details: QDROs Dividing Retirement Benefits under ERISA,” presented on March 18, 2011 at American Academy of Matrimonial Lawyers Continuing Legal Education seminar.
- “Investment Policies, Performance Monitoring & Market Turmoil,” 2009 Spring Seminar, Western Pension & Benefits Conference, with Marlow Kee, Valentina Zackrone, and Mary Ellen Mullen.
- “The Final 409A Regulations: How Will They Impact Your Company?” co-presented with Robert Starin on January 22, 2008 at dinner meeting of Western Pension & Benefits Conference.
- Presentations on the employee benefits aspects of business transactions on 4/26/06 and 9/23/08 at Washington State Continuing Legal Education seminars on “Documenting the Business Acquisition Transaction.”
- “Deferred Compensation under Internal Revenue Code Section 409A,” co-presented with Robert Starin on 5/4/06 and 6/22/07 at breakfast briefings for employers.
- “Employers as Retirement Plan Fiduciaries, Post-ENRON,” 2003 Spring Seminar, Western Pension & Benefits Conference.
- “Key Issues in Drafting and Enforcing Executive Employment Agreements,” 2002 Spring Seminar, Western Pension & Benefits Conference.
- “Severance Plans - Employers May Have Less Discretion Than They Think,” 1996 Northwest Employee Benefits Conference, Washington State Bar Association.

## EDUCATION

- J.D., University of Washington School of Law, 1988 *with honors, Moot Court Honor Board*
- M.B.A., University of Washington, 1988 *W. Hunter Simpson Merit Scholarship*
- B.A., Pacific Lutheran University, 1983 *cum laude, History*

## ADMISSIONS

- Bar of Washington

## THOUGHT LEADERSHIP POWERED BY HUB

- 7 August 2018, Final Rule Changes to the Edges of U.S. Health Insurance Markets

## NEWS & EVENTS

- 18 August 2022, More Than 350 K&L Gates Lawyers Named Among 2023 Best Lawyers in America, Ones to Watch
- 25 January 2022, K&L Gates Advises Soho Square Capital LLP on Investment and Partnership with Oliver James
- 19 August 2021, Nearly 300 K&L Gates Lawyers Named Among 2022 Best Lawyers in America, Ones to Watch

## AREAS OF FOCUS

- Benefits and ESOPs
- ERISA
- Executive Compensation
- Health Care and FDA
- Nonprofit Organizations