Katten

Katten Muchin Rosenman LLP

Shannon L. Smith

Associate

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Practices

FOCUS: Employee Benefits and Executive Compensation

Transactional Tax Planning

Education

JD, New England Law | Boston

LLM, Georgetown University Law Center

Employment Law Certificate, Georgetown University Law Center

BA, Hunter College

Bar Admissions

New Jersey

New York

Shannon L. Smith is an associate in the Employee Benefits and Executive Compensation group. She works with all types of employee benefit plans, including health and welfare plans, retirement plans and executive compensation arrangements. Shannon's experience includes drafting Summary Plan Descriptions (SPDs), Summaries of Material Modifications (SMMs) and Summaries of Benefits and Coverage (SBCs), and various notices required by the Employee Retirement Income Security Act (ERISA), the Consolidated Omnibus Budget Reconciliation Act (COBRA), the Health Insurance Portability and Accountability Act (HIPAA) and the Affordable Care Act (ACA). She also has experience negotiating service provider agreements and HIPAA Business Associate Agreements, and analyzing ERISA prohibited transaction and preemption issues. In addition, her practice includes 401(k) plan compliance, FICA and FUTA taxation issues, and drafting employment and separation agreements.

Prior to joining Katten, she worked for a Manhattan firm where her practice focused on matters involving Title I of ERISA. She also served as an intern at the ERISA Industry Committee in Washington, DC.

Memberships

- New York City Bar Association
- American Bar Association, Real Property Trusts and Estates Law Section, Plan Transactions and Terminations Committee, Vice Chair

Advisories

- Considerations and Challenges Under New IRS Guidance on Section 162(m) (October 4, 2018)
- Update: 5th Circuit Confirms Decision to Vacate DOL Fiduciary Rule (June 25, 2018)
- Are Your Qualified and Nonqualified Employee Benefit Plans in Compliance With the New ERISA Disability Claims Regulations? (March 14, 2018)

Articles

- Co-author, Should We Trust the Fiduciary Rule Is Gone? (April 6, 2018)