

ALLISON J. JACOBSEN

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Allison Jacobsen practices in the area of employee benefits, working with employers, management, and business owners to design, implement, and terminate various compensation and benefits plans. She also counsels clients on health care issues, including COBRA and HIPAA compliance. Her diverse background of handling disputes in contracts, business litigation, insurance coverage, and disability law offers clients efficient and proactive legal solutions that take into account the broader needs of each organization. Experience in private practice in Oregon and Washington, as well as two years clerking in the Chancery division of the Circuit Court of Cook County in Illinois, has exposed her to a wide range of industries, providing the opportunity to hone her skills and exceed client expectations.

Allison graduated *cum laude* from Gonzaga University School of Law, where she served as the Managing Editor of *Gonzaga Journal of International Law*. She earned her B.A. at the University of Southern California and is licensed to practice in both Oregon and Illinois.

Areas of Practice

Employment Law Advice & Litigation
ERISA & Benefits Litigation
ERISA Compliance
Executive Compensation and §409 Compliance
HIPAA Advice
Pay Equity

Representative Matters

Created long-term deferred compensation plans for credit union executives.
Designed a phantom stock plan for an international consumer goods company.
Assisted in the closing of an Employee Stock Ownership Plan (ESOP) for a regional hotel chain.
Drafted summary plan descriptions and wrap documents for group health plans.
Advised employee benefits consultant groups on various Affordable Care Act and wellness program issues.

Professional Experience & Affiliations

Oregon State Bar Association: Civil Rights Section Executive Committee, Member (2017-present);
Member (2015-present)
Multnomah Bar Association: Member (2015-present)
Oregon Women Lawyers: Member (2010-2012; 2015-present)
Circuit Court of Cook County – General Chancery, the Honorable Thomas R. Allen: Judicial Clerk
(2013-2015)
Chicago Bar Association: Member (2013-2014)

Professional Experience & Affiliations (continued)

Illinois State Bar: Member (2013-2014)

American Bar Association: Member (2010-2011)

Civic Activities

YWCA Clark County: Board of Directors (2015-2017)

Representative Presentations

Business and Legal Resources (BLR) Webinar: "Health Savings Accounts: Essential Compliance Updates and More," Presenter (11/8/17)

Barran Liebman Annual Seminar: "Corralling Your Employee Benefits," Presenter (10/5/17)

Portland Metro Payroll Association: "The Latest in Health Care Reform," Presenter (9/20/17)

TPD Webinar: "Affordable Care Act: Health Care Reform Under the Trump Administration," Presenter (6/21/17)

Biggs Insurance Services Seminar: "ERISA, AHCA, and ACA Updates," Presenter (5/17/17)

National Business Institute's Human Resource Law - What You Need to Know Now: "The Affordable Care Act and Other Developments in Employment Law (Federal and State)," Presenter (11/9/16)

National Business Institute's Human Resource Law - What You Need to Know Now: "Wage and Benefit Issues," Presenter (11/9/16)

2016 Oregon Society of CPAs Employee Benefits Conference: "Executive Deferred Compensation Plans and Compliance," Presenter (10/28/16)

Worksite Wellness Network Vancouver: "Wellness Legal Talk & Updates," Presenter (10/11/16)

Willamette Valley Estate Planning Council: "Affordable Care Act: Now and the Future," Presenter (4/19/16)

Representative Publications

"BOLI's Proposed Rules for the Earned Income Tax Credit Notice Requirements: Takeaways for Employers," Barran Liebman Electronic Alert, January 2, 2018

"Three Employee Benefits Areas to Keep Tabs on in 2018," *Daily Journal of Commerce*, November 24, 2017

"Top Five Employee Benefits Topics Employers Should Have On Their Radar," Association of Corporate Counsel Fall Newsletter, October 2017

"Oregon's New Pay Equity Law," *Cascade Business News*, July 19, 2017

"Oregon Legislature Passes the Fair Work Week Act," Barran Liebman Electronic Alert, July 7, 2017

Featured in "Affordable Care Act Webinar: Your Questions Answered!," TPD, June 29, 2017

"House Passes the American Health Care Act: What Employers Need to Know Now," Barran Liebman Electronic Alert, May 4, 2017

"A Primer on Employer Wellness Programs," *American Bar Association Young Lawyers Division Labor and Employment Law Committee's 101 Practice Series*, November 30, 2016

"ACA Reporting Reminder and Update," Barran Liebman Electronic Alert, November 29, 2016

"EEOC Refreshes Guidance on Retaliation," Barran Liebman Electronic Alert, August 31, 2016

"EEOC Provides ADA Guidance on Employer-Provided Leave," Barran Liebman Electronic Alert, May 11, 2016

"The DOL's New Conflict of Interest Rule & Your 401(k) Plan," *Cascade Business News*, April 20, 2016

Representative Publications (continued)

“A Look Ahead at the Affordable Care Act,” *Idaho Business Review*, February 5, 2016

“Review and a Look Ahead for the Affordable Care Act,” *Daily Journal of Commerce*, January 22, 2016

“Breathing Room from the IRS: The IRS Releases a Notice Extending ACA-Reporting Deadlines,”
Barran Liebman Electronic Alert, December 28, 2015

“ACA Reporting is Coming to Town, and the IRS Wants to Know if You’ve Been Naughty or
Nice,” *ACC Oregon Chapter Newsletter*, December 2015

Admitted to Practice

Illinois

Oregon

U.S. District Court, District of Oregon

Academics

Gonzaga University School of Law (J.D., *cum laude*, 2009): Managing Editor, *Gonzaga Journal of
International Law*; Florence Summer Law Program University of Southern California (B.A.,
2004)