



## Beth Nedrow

Partner

401 North 31st Street, Suite 1500, Billings, MT 59101

P 406.896.4635

[enedrow@hollandhart.com](mailto:enedrow@hollandhart.com)

**Beth regularly counsels employers on tax and ERISA matters, including fiduciary compliance and equity and other incentive arrangements.**

She guides clients through complex audits, investigations and corrections. Beth helps companies address benefits issues that arise in mergers and acquisitions, including ESOP transactions.

### PRACTICES

Employee Benefits  
Tax and Benefits  
Employee Stock Ownership Plans (ESOPs)  
ERISA and Benefits Litigation  
Cybersecurity and Privacy

### EDUCATION

University of Pennsylvania Law School ,  
J.D., 1995

*cum laude*

Associate Editor, Articles Editor,  
*University of Pennsylvania Law Review*

Harvard College, B.A., 1990

*magna cum laude*

History and Literature

### BAR ADMISSIONS

Montana

### CLIENT RESULTS

#### Representative Matters

Conducted due diligence of target company's benefit plans, negotiated appropriate purchase agreement provisions, and helped client's HR staff integrate acquired employees and plans in connection with acquisition.

Drafted equity incentive plan and award agreements for public company, taking into account recommendations of compensation consultant and preferences of executive staff.

Designed employment agreement and bonus plan to comply with Section 409A.

Advised company's board of directors in the implementation of an employee stock ownership plan (ESOP), including the availability of a Section 1042 rollover, management of ERISA fiduciary risk, and alternatives for long-term sustainability.

Assisted client with compliance issues arising out of healthcare reform (the Patient Protection and Affordable Care Act and the Health Care and Education Reconciliation Act of 2010), including controlled group liability, coverage issues for seasonal workforce, and coverage changes to avoid discrimination in connection with transgender medical procedures.

Guided clients through IRS and DOL correction programs (EPCRS, DFVC, VFPC) to resolve issues including improper acquisition of real estate by qualified retirement plan, and assisted with plan audits.

### PUBLICATIONS

"Colorado Rolls Out A Welcome Mat For ESOPs," *Holland & Hart News Update*, Co-Author, 04/17/2019

"Don't Be Fooled! Compensation Definitions Are Tricky!," *Holland & Hart*

*News Update*, Co-Author, 04/01/2019

"IRS Opens Window for Lump Sum Distribution Windows," 03/26/2019

"To Be or Not To Be ... Subject to the New Section 83(i) Deferral Process - IRS Issues

*New Guidance* ," *Holland & Hart News Update*, Co-Author, 12/12/2018

"Stock Compensation Can Add Zing to Your Benefits Package," *Holland & Hart News Update*, Co-Author, 09/13/2018

"Stock Compensation Can Add Zing to Your Benefits Package," *Law360*, Co-Author, 09/13/2018

"What Do Your Executives Have In Common With Seven-Figure Income College Coaches? ," *Holland & Hart News Update*, Co-Author, 08/07/2018

"Section 162(m) Has More "Bite" After Tax Reform," *Holland & Hart News Update*, Co-Author, 12/21/2017

"Trump Administration Proposes Delay of Fiduciary Rule to July 1, 2019," *Holland & Hart News Update*, 8/10/2017

"Developments in Tax Withholding for Equity Awards under Employer Stock Plans," *Holland & Hart News Update*, Co-Author, 08/02/2017

"No More Delays for the DOL's Fiduciary Rule," *Holland & Hart News Update*, Co-Author, 5/24/2017

## **SPEAKING ENGAGEMENTS**

"Don't be the Weakest Link! Protect Benefit Plans from Risk of Cybersecurity Attacks," *Denver Chapter of the Western Pension & Benefits Conference*, September 2018

"Cybersecurity Breakfast Series: Employee Data And Benefits," 04/11/2018

"Taking A Closer Look at ESOPs," *Denver Chapter of the Western Pension & Benefits Conference*, January 2017

"Employee Benefits, Including the Impact of the Affordable Care Act," *11th Annual Labor & Employment Law Conference*, Billings, MT, March 2016

## **RECOGNITION**

- *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment, 2010-2019
- Mountain States Super Lawyers®, Employee Benefits, 2016-2019
- Mountain States Super Lawyers®, "Top 50 Women," 2019
- *The Best Lawyers in America*© Employee Benefits (ERISA) Law, 2007-2019
- *Western Business News*, "40 Under 40," 2002

## PROFESSIONAL AND CIVIC AFFILIATIONS

- Tumbleweed Runaway Homeless Youth Program, Board of Directors
- American Bar Association, Member
- Montana Bar Association, Member
- National Center for Employee Ownership, Member
- The ESOP Association, Member