

## Anne C. Sanchez

Shareholder

Co-Chair, Employee Benefits Practice Group

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### Focus Areas

Employee Benefits

Executive Compensation

### Overview

Anne C. Sanchez is an employee benefits attorney with substantial experience advising clients regarding employee benefit matters focusing on health and welfare plan compliance and executive compensation matters. Her health and welfare practice focuses on advising plan sponsors on compliance with:

- Employee Retirement Income and Security Act of 1974 (ERISA)
- Internal Revenue Code of 1986 (Code)
- Health Insurance Portability and Accountability Act of 1996 (HIPAA)
- Patient Protection and Affordable Care Act of 2010 (ACA)
- COBRA
- State benefit laws
- Benefits during leaves of absence continuation during leaves of absence

Anne's executive compensation practice focuses on advising employers with respect to equity compensation, phantom equity such as RSUs and stock appreciation rights, and short and long term cash incentive compensation structures, including compliance with Code Section 409A. She advises clients regarding Internal Revenue Service and Department of Labor compliance programs, reporting requirements, fiduciary issues, and benefit plan administration issues. Anne also has substantial experience advising clients on employee benefit matters in mergers and acquisitions.

### Professional and Community Affiliations

- Member, Western Pension & Benefits Conference

### Education

J.D., University of San Francisco School of Law, 1994

## Bar Admissions

California

## Courts

U.S. District Court, Northern District of California

## Publications & Press

### **San Francisco-Based Employees: Health Care Expenditures May Be Required**

*SHRM*

September 3, 2024

### **San Francisco-Based Employees? Health Care Expenditures May Be Required**

*Littler Insight*

August 13, 2024

### **Why Employers Should Care About Women’s Health And Its Impact On Workplace Policies**

*ACC Central Florida*

November 20, 2023

### **Federal Judge’s Decision Creates Uncertain Future for ACA-Based Free Preventive Care**

*WorldatWork*

April 12, 2023

### **Abortion Outlook Rapidly Changing in States**

*SHRM Online*

July 7, 2022

### **Impacts of the Dobbs Decision on Employer Benefit Plans**

*Littler ASAP*

June 24, 2022

### **The Language to Connect**

*Littler Podcast*

October 13, 2021

### **Providing Benefits to LGBTQ+ Employees After Bostock**

*Littler Podcast*

September 29, 2020

**Lose your job and need health insurance? Here are some options**

*San Francisco Chronicle*

June 13, 2020

**Reopening Health Plan Elections Mid-Year? IRS Leaves it up to Employers**

*Littler ASAP*

May 22, 2020

**COBRA Is Temporarily Social Distancing from Its Election and Payment Deadlines**

*Littler ASAP*

May 14, 2020

**IRS allows mid-year changes to employee health plans**

*San Francisco Chronicle*

May 13, 2020

**Employee Benefit and Executive Compensation Provisions in the CARES Act**

*Littler Insight*

March 30, 2020

**IRS Issues High Deductible Health Plan Guidance Related to COVID-19**

*Littler ASAP*

March 13, 2020

**HHS Proposed Regulations Remove Protections from the Affordable Care Act for Transgender Patients**

*Littler Insight*

July 11, 2019

**D.C. District Court Vacates Core Elements of New Association Health Plan Regulations**

*Littler ASAP*

April 2, 2019

**ACA Still in Effect, Despite New Federal Court Ruling**

*Littler ASAP*

December 17, 2018

**Will DOL Health Plan Changes Help Or Hurt Your Franchise?**

*International Franchise Association*

September 4, 2018

**Association Health Plans: How Do You Solve a Problem Like a MEWA?**

*Littler ASAP*

June 21, 2018

**DOL Blesses ACA-Skirting Association Health Plans**

*Law360*

June 19, 2018

**IRS Resolves 2018 HSA Contribution Limit Confusion**

*Littler ASAP*

April 27, 2018

**How Attorneys Are Crafting Benefits for Millennials**

*Law360*

April 6, 2018

**Littler Adds Shareholder Anne LaWer to San Jose Office**

*Littler Press Release*

January 17, 2018

## **Speaking Engagements**

**Transgender Healthcare Benefits and Exclusions: Is Your Benefits Plan Compliant?**

June 7, 2023

**Eat Those Leave of Absence Toads! A Playbook for LOA Headaches (Especially Benefits)**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Understanding the Risk, Strategy and Impact of Providing Abortion-Related Employee Benefits**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Post-Roe Considerations for Employer-Sponsored Medical Plans**

Client Webinar

June 28 and June 30, 2022

**Integrating Vaccines into Your Wellness Programs**

October 7, 2021

**California Leaves of Absence Update and Tips for Preventing Leave Related Employee Benefit Chaos**

August 19, 2021

**COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 14**

May 7, 2021

**COBRA Compliance Update: Easing the Outbreak Period Suspensions & COBRA Subsidies to the Rescue**

April 1, 2021

**FSA Relief and Surprise Billing Guidance Review**

February 4, 2021

**2020 Virtual Benefits Symposium: Addressing Issues in the New Normal**

December 3, 2020

**2020 Virtual Benefits Symposium: Addressing Issues in the New Normal**

November 12, 2020

**COVID-19 in the Workplace: Recent Developments and Compliance Challenges**

September 4, 2020

**New COVID-Related Changes to COBRA Deadlines and Cafeteria Plan Guidance**

June 4, 2020

**Benefit Issues to Watch During the Coronavirus Crisis**

March 26, 2020

**San Jose Breakfast Briefing Series - February Session**

San Jose, CA

February 6, 2020

**San Jose Breakfast Briefing Series - January Session**

San Jose, CA

January 28, 2020

**Executive Compensation Considerations for Emerging Companies**

November 5, 2019

**FMLA Update: Including Tips to Avert an FMLA/Benefits Nightmare**

2019 Rocky Mountain Employer Conference, Denver, CO

October 4, 2019

**Clearing Your Benefits Inbox: Tips for Handling the Benefits Tasks You've Been Avoiding**

September 5, 2019

**Is Your Plan Affected by the Proposed Changes to Section 1557's Nondiscrimination Rules?**

July 11, 2019

**Clearing Your Benefits Inbox: Tips for Handling the Benefits Tasks You've Been Avoiding**

Littler Executive Employer® Conference, Phoenix, AZ

May 8, 2019

**Bay Area Breakfast Briefing Series - Mountain View**

Computer History Museum, Hahn Auditorium Room 1401 N Shoreline Blvd. Mountain View, CA 94043

January 10, 2019

**HSAs and High-Deductible Health Plans: A Refresher Course**

November 1, 2018

**Year-End Health Plan Review**

October 4, 2018

**Current Developments in Health Plans: ACA Assessments and Association Health Plans**

March 1, 2018