



Robin M. Solomon

Partner

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PRACTICE AREAS

Employee Benefits

- Qualified Retirement Plans
- Health and Welfare Plans
- Executive Compensation and Fringe Benefits
- Plan Terminations and Bankruptcy
- Benefits Rulings and Audit Defense

EDUCATION

Harvard Law School, 1996, J.D.
Stanford University, 1993, A.B.
Oxford University, Balliol College

CLERKSHIP(s)

Law Clerk for the Honorable
Benson Everett Legg, U.S.
District Court for the District of
Maryland

BAR AND COURT ADMISSIONS

District of Columbia
Maryland
New York

Robin M. Solomon assists clients of all sizes with practical solutions to their employee benefit problems. She brings 20 years of experience on a wide range of federal tax and ERISA issues, including plan design, operational corrections, lump sum windows, plan terminations, and fiduciary liability. Robin frequently counsels clients on health and welfare arrangements, including cafeteria plans, retiree medical plan design, FSAs, HRAs, HSAs and the Affordable Care Act. She is also experienced with the design and compliance of executive compensation arrangements and severance agreements.

Robin's client base covers many different industries, including aerospace and defense, automotive, food service, healthcare, manufacturing, oil and gas, retail, and technology. She is a frequent speaker and author on employee benefit matters.

Representative clients have included General Electric, Boeing, Bayer, CarMax, Chrysler, Kraft Heinz, Union Pacific and Xerox. Robin possesses particular expertise in counseling clients on workforce and benefits integration after a large acquisition, and she is experienced with the unique problems faced by large controlled groups. Clients value Robin as a "business-minded" and practical leader, who can manage large projects on a tight deadline.

Robin is an adjunct professor at Georgetown University Law Center, where she will be teaching "Retirement Plan Qualification Requirements".

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REPRESENTATIVE MATTERS

- Advised a multinational corporation on a voluntary lump sum offer to 40,000 former employees, followed by a second lump sum offer made under ten pension plans simultaneously, in an effort to reduce the company's \$68 billion pension liability.
- Counseled one of the nation's largest employers on the transition from DB to DC plan benefits, including all associated ERISA and tax qualification issues such as non-discrimination testing and disclosure obligations. This included the soft freeze of ten pension plans, followed by the hard freeze of plans covering 68,000 non-union employees and 33,000+ union employees.
- Advised multiple clients on the redesign of their retiree medical programs, typically involving a transition from traditional retiree medical plans to HRAs with private exchanges.
- Assisted multiple clients with the rollout of the Affordable Care Act, advising on plan design, grandfathering status, participant communications, reporting obligations, and numerous other compliance issues.
- Advised a 401(k) plan with \$45 billion in assets on the implementation of Roth 401(k) contributions and enhanced profit sharing contributions.
- Successfully shepherded a mid-sized retailer through an IRS 401(k) plan audit, with no changes requested or penalties imposed.
- Obtained a favorable IRS determination letter on one of the nation's largest cash balance plans - a process that took nearly ten years. She not only deflected IRS criticism of the plan, but she developed an alternative strategy that left the plan design virtually intact.
- Secured IRS approval of complex operational corrections for several Fortune 10 companies, often winning approval for unique methods of correction.
- Integrated large-scale benefits programs following significant M&A activity by Fortune 50 companies. These projects have involved the establishment of a new benefits program for acquired subsidiaries, as well as the management of subsidiaries' existing benefits programs with several dozen plans.
- Testified as expert witness in union arbitration on behalf of multinational corporation.

ACADEMIC APPOINTMENTS

Adjunct Professor, Graduate Tax Program, Georgetown University Law Center, 2017 (Teaching "Retirement Plan Qualification Requirements")

MEMBERSHIPS & AFFILIATIONS

Member, D.C. Bar Employee Benefits Committee

Member, American Bar Association

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PUBLICATIONS

- March 23, 2017
Employee Benefits Update: American Health Care Act
- March 3, 2017
Employee Benefits Update: Health Savings Accounts
- September 2, 2016
DOL Hikes Civil Penalties as of August 1st
Employee Benefits Update
- September 2, 2016
Employee Benefits Update
- September 2, 2016
Fee Litigation Escalates with New Types of Claims
Employee Benefit Update
- September 2, 2016
IRS Refuses to Reconsider DL Program; Employers Struggle to Manage Qualification Risk
Employee Benefits Update
- September 2, 2016
State Street Settlement Proceeds
Employee Benefits Update
- June 7, 2016
Employee Benefits in Focus: The DOL Fiduciary Rule
Employee Benefits Insider
- May 25, 2016
Employee Benefits in Focus: Wellness Plans
Employee Benefits Insider
- March 28, 2016
Employee Benefits Update
- March 17, 2016
Fidelity Challenged for Keeping 'Float' Income in 401(k) Plans
Employee Benefits Update
- March 17, 2016
Recouping Overpayments: Lessons Learned from Recent Cases
Employee Benefits Update
- January 29, 2016
Affordable Care Act Delays, Changes
Employee Benefits Update
- January 29, 2016
Employee Benefits Update

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- January 29, 2016
PBGC Premiums, IRS Mortality Tables Spur Additional De-Risking Activity by Plan Sponsors
Employee Benefits Update
- January 29, 2016
Supreme Court Allows Plan's Forum Selection Clause to Stand
Employee Benefits Update

NEWS

- March 6, 2017
Robin Solomon Quoted in Wall Street Journal on Target Date Funds
Wall Street Journal
- November/December 2016
Robin Solomon Quoted re DOL Fiduciary Rule
Connections
- November 12, 2016
Robin Solomon Quoted on Taxation of Noncash Bonuses
Inc. magazine
- September 20, 2016
Robin Solomon and Ben Grosz Shared Insights at Healthcare & Retirement Plan Summit
- September 6, 2016
Robin Solomon Discusses Retirement Drawdown Strategy
Investopedia
- June 23, 2016
Robin Solomon Speaks at the DC Bar on the DOL Fiduciary Rules
- May 19, 2016
GRIST: 9th Circuit Decision Spotlights Importance of Accurate, Complete Pension Plan Records
Mercer Select GRIST Reports
- April 28, 2016
Robin Solomon Quoted on Payroll Practices for Terminating Employees
Fingercheck
- April 12, 2016
Robin Solomon Quoted in Investment News on DOL Fiduciary Rule Enforcement
Investment News
- April 6, 2016
GRIST Alert: Labor Department's Broader "Fiduciary" Definition Will Take Effect April 10, 2017
Mercer Select

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- April 5, 2016
Robin Solomon and Ben Grosz Interviewed on 401(k) Plan Fee Arrangements in Light of New DOL Fiduciary Rule
FiduciaryNews.com
- April 2, 2016
Robin Solomon Quoted on Educational Assistance Plans
GoBankingRates
- February 24, 2016
Robin Solomon and Jonathan Zimmerman Speak on Top Employee Benefit Issues
- February 24, 2016
Robin Solomon Quoted Regarding Health Plan Benefits
Law Vegas Review-Journal
- February 12, 2016
Robin Solomon and Benjamin Grosz quoted in US News & World Report on Tax-Advantaged Employee and Fringe Benefits
US News & World Report
- February 4, 2016
Robin Solomon Quoted in US News & World Report
US News & World Report
- October 22, 2015
Live Webcast: Ivins Attorneys to Discuss Key Developments in Health & Welfare Plan Administration
- October 22, 2015
Robin Solomon and Jeannie Leahy Speak at TEI Salt Lake City UT Chapter Meeting
- October 7, 2015
Robin Solomon Speaks at TEI Pittsburgh Chapter Meeting
- April 20, 2015
Robin Solomon Speaks at American University Washington College of Law ERISA Symposium
- April 13, 2015
Robin Solomon Speaks on Same-Sex Marriage at American University Washington College of Law Founders Celebration 2015