Jenna L. Schaffer

Associate

Philadelphia

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Jenna is a trusted adviser to clients on all aspects of employee benefits and executive compensation. With nearly a decade of experience in the health and benefits sector, she brings an industry perspective to every client engagement.

OVERVIEW

Jenna advises clients on a broad range of employee benefit and executive compensation matters, including ERISA, the ACA, CARES Act, SECURE Act, SECURE 2.0 Act, HIPAA, and Sections 409A, 401(k), 403(b), 457, and 280G of the Internal Revenue Code.

Prior to becoming an attorney, Jenna worked as a health and benefits consultant for nearly five years. Drawing on her prior professional experience in the health and benefits industry, Jenna brings practical, real-world perspective when identifying and managing risk for her clients. She represents buyers, sellers, and private equity sponsors in M&A transactions, handling benefits due diligence, identifying transaction liabilities, and advising on post-closing integration.

In addition, Jenna has successfully represented employers before the IRS in resolving Employer Shared Responsibility Payment assessments under the ACA, and regularly counsels clients on retirement plan corrections through government programs such as EPCRS and the DOL's Delinquent Filer Voluntary Compliance Program. She drafts, amends, and restates a wide range of benefit plan documents, including qualified retirement plans, health and welfare plans, cafeteria plans, and equity incentive arrangements. She also advises on the design and compliance of executive compensation structures governed by key Internal Revenue Code provisions.

REPRESENTATIVE MATTERS

- Represented a global provider of fiber-optic communication solutions in its acquisition of a provider of fiber infrastructure and data center facility fit-outs.
- Represented a Japanese public company and its affiliates in the acquisition of a 51% membership interest in a manufacturer and supplier of mold flux products for the steel continuous casting process, negotiating employment arrangements and restrictive covenants.
- Served as U.S. counsel to a U.S. subsidiary of an Austria-based holding company in its acquisition of two companies from a manufacturer of industrial furnaces focused on nitriding solutions.
- Represented a leading high-growth platform providing vehicle equipment and installation to police and other

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emergency service industries in the sale of substantially all the equity interests of the group to a portfolio company of a private equity firm.

- Represented a wholesale distributor of industrial electrical equipment and supplies in the sale of all of its equity interests to a distributor of electrical, industrial, and safety products.
- Represented a global supplier of integrated software and vehicle technology for the environmental, waste management, recycling, and resources industries in its acquisition of a provider of fleet management and logistics SaaS solutions for short-haul, bulk commodity transportation.
- Represented a specialty chemical company in its acquisition of all the outstanding membership interests of a soluble cleaning pod manufacturer.
- Represented a publicly traded regional bancorp in its merger of equals with another publicly traded financial services corporation and the related merger of its subsidiary community bank with the acquirer's subsidiary bank in a stock-for-stock transaction.
- Represented an AS9100C-certified contract manufacturer and precision machining company for Tier-1 commercial and military aircraft parts in the sale of the company.
- Represented a European private equity investor specializing in high-growth companies in its strategic partnership with a digital product engineering company with development centers across the United States, Europe, and Latin America.

TOP AREAS OF FOCUS

- Corporate
- Employee Benefits + Executive Compensation
- Mergers + Acquisitions
- Plan Governance, Investment + Fiduciary Issues

ALL AREAS OF FOCUS

- Corporate
- Employee Benefit Guidance on Workforce Transitions
- Employee Benefits + Executive Compensation
- Executive + Equity-Based Compensation
- Health + Welfare Plans
- Mergers + Acquisitions
- Plan Governance, Investment + Fiduciary Issues
- Tax-Qualified Retirement Plans

PROFESSIONAL/COMMUNITY INVOLVEMENT

- Member, American Society of Pension Professionals & Actuaries (2022-present)
- Member, Philadelphia Bar Association (2022-present)
- Member, American Bar Association (2022-present)

PROFESSIONAL EXPERIENCE

- Law Clerk Intern, the Hon. Elizabeth T. Hey, U.S. District Court, Eastern District of Pennsylvania (2020)
- Senior underwriting consultant, Trion, a Marsh & McLennan Agency, LLC (2017-2019)

- Health and benefits consulting specialist, Aon (2015-2017)
- Underwriting senior associate, Cigna (2014-2015)

EDUCATION AND CERTIFICATIONS

EDUCATION

- Villanova University Charles Widger School of Law, J.D., *cum laude*, 2022, *Villanova Law Review*, Stephen P. Frankino Distinguished Service Award, Dorothy Day Award, CALI Excellence for the Future Award, Charles Widger ’73 Leadership Scholar
- Temple University, B.B.A., *magna cum laude*, 2014, University Honors, Business Honors, Excellence for Leadership in Knowledge Award, Insurance Society of Philadelphia 100th Anniversary Scholar, Diamond Ambassadors Scholar, Leibovitz Scholar, Wal-Mart Scholar

BAR ADMISSIONS

- Pennsylvania