

## Josh C. Trawick

Associate

Atlanta

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### OVERVIEW

Josh advises employers, plan sponsors, fiduciaries, and administrators on the design, operation, and compliance of employee benefit and executive compensation arrangements. His practice focuses on qualified retirement plans, non-qualified deferred compensation, including Section 409A, and health and welfare plans. He has experience drafting plan documents and amendments, participant communications, summary material modifications and summary plan descriptions, and board resolutions. Josh regularly assists clients with plan corrections under EPCRS, IRS and DOL inquiries, ACA and employer shared responsibility issues, and benefit claims.

Josh has advised on ACA, ERISA, and Internal Revenue Code compliance for health and welfare plans. He also has experience supporting ERISA litigation and investigations, including motion practice in benefits and employment-related disputes and responses to administrative investigations and penalty assessments.

### TOP AREAS OF FOCUS

- Corporate
- Mergers + Acquisitions
- Plan Governance, Investment + Fiduciary Issues

### ALL AREAS OF FOCUS

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

## EDUCATION AND CERTIFICATIONS

### EDUCATION

- The Ohio State University Moritz College of Law, J.D., *cum laude*, 2025, managing editor and staff editor, *Ohio State Law Journal*
- Lee University, B.A., *summa cum laude*, 2021

### BAR ADMISSIONS

- Georgia

### COURT ADMISSIONS

- U.S. District Court, Northern District of Georgia

### PUBLICATIONS

- Co-author, "The USPS Postmark Rule: What HR and Benefits Teams Need to Know," *Troutman Pepper Locke*, June 15, 2026.
- Co-author, "Supreme Court Expands Flexibility for Multiemployer Plans in Setting Withdrawal Liability Assumptions," *Troutman Pepper Locke*, June 4, 2026.