Lydia Parker

Partner

Charlotte

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OVERVIEW

Lydia is a partner in the Employee Benefits + Executive Compensation Practice Group. She assists clients with the design and implementation of employee benefits plans, and regularly advises clients on the wide variety of compliance issues that arise in the administration of those plans. Lydia has broad experience with both tax-qualified retirement plans, such as 401(k), 403(b) and defined benefit plans, and nonqualified plans. She has worked extensively with clients on compliance issues related to both self-insured and fully-insured health and welfare benefits plans, including group health plans, severance plans, life insurance plans, and disability plans. Her experience with health and welfare benefits plans includes advising on ACA, COBRA, HIPAA, ERISA, and Internal Revenue Code compliance. Lydia also assists clients with the benefits and compensation aspects of mergers and acquisitions, the negotiation of administrative services agreements and other vendor contracts, governance and fiduciary issues, and the administration of claims and appeals.

REPRESENTATIVE MATTERS

- Drafted plan documents, plan amendments, summary plan descriptions, summary annual reports, and other participant notices for compliance with ERISA, the Internal Revenue Code, and other applicable law.
- Advised plan administrative and investment committees on fiduciary duties and mitigation of litigation risk.
- Provided counsel regarding plan design changes including eligibility, vesting, contributions, distributions, and plan loan provisions.
- Assisted clients with the correction of a wide range of qualified plan administrative and documentary errors under the Internal Revenue Service’s Employee Plans Compliance Resolution System.
- Identified 401(k) plan contribution errors and prepared corrective filings under the Department of Labor’s Voluntary Fiduciary Correction Program.
- Counseled clients regarding the design and implementation of executive and nonexecutive severance plans.
- Provided due diligence on the selection of plan service providers and negotiated related services agreements.

AWARDS

- *Best Lawyers in America®:* Employee Benefits (ERISA) Law (2027)
- *Legal 500 United States* for Labor and Employment: Employee Benefits, Executive Compensation, and

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Retirement Plans: Design (2024)
- *Business Today*, List of Top 10 Powerhouse Employee Benefits & Executive Compensation Lawyers in North Carolina (2023)
- *Chambers USA*: Employee Benefits and Executive Compensation, North Carolina (2022-2026)
- *Best Lawyers in America*®: Ones to Watch: Employee Benefits (ERISA) Law (2021-2025)

TOP AREAS OF FOCUS

- Employee Benefits + Executive Compensation

ALL AREAS OF FOCUS

- Employee Benefits + Executive Compensation
- Executive + Equity-Based Compensation
- Governmental Audits, Benefit Claims + ERISA Litigation
- Health + Welfare Plans
- Plan Governance, Investment + Fiduciary Issues
- Tax-Qualified Retirement Plans

EDUCATION AND CERTIFICATIONS

EDUCATION

- University of South Carolina Joseph F. Rice School of Law, J.D., *magna cum laude*, 2014, research editor, *South Carolina Law Review*
- Erskine College, B.A., *summa cum laude*, 2011

BAR ADMISSIONS

- North Carolina

SPEAKING ENGAGEMENTS

- Speaker, “California Workplace Developments and Preparing for 2023,” Troutman Pepper, December 8, 2022.
- Speaker, “Employee Benefit Plans – Hot Topics and What You Need to Know for 2023,” Troutman Pepper, October 20, 2022.
- Speaker, “Employee Benefit Considerations in the COVID-19 Era – What You Need to Know for 2021,” Troutman Pepper, October 14, 2020.

PUBLICATIONS

- Co-author, “DOL Proposed Regulations Would Extend Notice-and-Access Electronic Delivery Safe Harbor to Group Health Plans,” *Troutman Pepper Locke*, August 10, 2026.
- Co-author, “OCR Announces Notable HIPAA Enforcement Actions Against Self-Funded Group Health Plans Following Ransomware Breaches,” *Troutman Pepper Locke*, August 4, 2026.
- Podcast, “Hot Flashes, Cold Policies: Legal and Benefit Strategies for Menopause,” *Hiring to Firing* Podcast, April 14, 2026.

- Podcast, “Top Five Health and Welfare Updates,” *Employee Benefits and Executive Compensation* podcast miniseries, October 13, 2025.
- Co-author, “State Law Mandating Reporting From ERISA Group Health Plans Found Not Preempted by ERISA ,” *Troutman Pepper Locke*, September 30, 2025.
- Podcast, “Navigating Legal Strategies for Covering GLP-1s in Self-Insured Medical Plans,” *Employee Benefits and Executive Compensation* podcast miniseries, June 2, 2025.
- Podcast, “Regulatory Uncertainty: Benefits-Related Legal Challenges in a Post-*Chevron* World,” *Employee Benefits and Executive Compensation Considerations in Mergers and Acquisitions* Podcast Series, August 22, 2024.
- Podcast, “Employee Benefits and Executive Compensation: Getting Ready for 2024 – Health and Welfare Plan Developments,” *Employee Benefits and Executive Compensation* podcast miniseries, November 29, 2023.
- Co-author, “Proposed Mental Health Parity and Addiction Equity Act Rules Clarify Technical Compliance Requirements, But Practical Challenges Remain,” *Troutman Pepper*, August 23, 2023.
- Co-author, “DOL Issues Guidance on Federally Funded COBRA Premium Subsidy — FAQs and Model Notices Provide Clarification for Employers,” *Troutman Pepper*, April 15, 2021.
- Co-author, “COVID-19 Resource Guide for Human Resources Professionals: 100% Federally Funded COBRA is Almost Here — What You Need to Know,” *Troutman Pepper*, March 25, 2021.
- Co-author, “Guide to Retirement Plan Designs: Chapter 65. Cash Balance and Hybrid Pension Plans,” *Bloomberg Law*, January 29, 2021.
- Author, “Affordable Care Act (ACA) Reporting Requirements,” Lorman Education Services, March 2017.