



## Gavin M. Parr

Partner

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### Areas of Practice

ERISA and Tax Code Compliance for Retirement and Health & Welfare Plans  
Executive Compensation  
Multiemployer plans, withdrawal liability and Taft-Hartley Act

### Bar Admissions

Washington, 2000  
U.S. District Court Western District of Washington, 2001  
U.S. Court of Appeals, 10th Circuit, 2016

### Education

#### University of Washington School of Law

J.D. with High Honors, 2000  
Washington Law Review, Notes and Comments Editor

#### University of Puget Sound

B.A. *cum Laude* in Economics, 1997

### Clerkships

Gerry L. Alexander, Chief Justice, Washington State Supreme Court, 2000 – 2001

### Honors and Awards

Washington Law & Politics Magazine  
“Rising Star”  
Order of the Coif  
Phi Beta Kappa

### Overview

Gavin’s practice focuses on all aspects of employee benefits law, with an emphasis on advising qualified and nonqualified retirement and health and welfare plans and their sponsors regarding plan design, compliance, and administration; drafting plan documents, amendments, and employee communications; and representing plans in audits and governmental submissions. His practice also includes counseling plans and plan committees on ERISA fiduciary duties and prohibited transaction exemptions, benefit claims and appeals, review and negotiation of investment and plan service provider contracts, employee benefit plan issues involved in business transactions, including plan mergers, spin-offs and plan terminations, development and implementation of plan policies and procedures, withdrawal liability and funding matters, and employee benefits litigation. Gavin has extensive experience assisting retirement plans with corrections of plan errors under the IRS’s Employee Plans Compliance Resolution System (“EPCRS”) and IRS determination letter applications. He also regularly advises health plans on issues arising under health care reform laws (e.g., the ACA and the No Surprises Act). Gavin also advises employers on Code Section 409A and ERISA issues related to executive compensation plans.

Outside of work, Gavin is a volunteer youth soccer coach and enjoys running, skiing, and golf.

### Publications

- *What Is a “Meretricious Relationship”? An Analysis of Cohabitant Property Rights under *Connell v. Francisco*, 74 Wash. L. Rev. 1243 (Oct. 1999)*
- *401(k) Plans in the Multiemployer Environment, International Foundation of Employee Benefit Plans (2006)*

### Professional Affiliations

- King County Bar Association
- International Foundation of Employee Benefit Plans
- Western Pension and Benefits Conference, Seattle Chapter

### Classes/Seminars

- Correcting Mistakes in Retirement Plans (WP&BC 2017 Spring Seminar)
- Final USERRA Regulations: Issues for Retirement and Health Plans (2006)
- 401(k) & Cafeteria Plan Automatic Enrollment: Requirements and Legal Issues (2004)

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EMPLOYEE BENEFITS LAW

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