



## Rhiannon E. Lockwood

*Partner*

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### Areas of Practice

ERISA and Tax Code  
Affordable Care Act  
HIPAA  
401(k) and multiemployer retirement plans  
Health plans and excepted benefits  
Section 125 cafeteria plans

### Bar Admissions

Washington, 2006  
U.S. District Court, Western District of Washington, 2009

### Education

**University of Washington School of Law**  
J.D., 2006

### Dartmouth College

B.A. *cum laude* with High Honors in English Literature, 2002

### Overview

Rhiannon advises retirement and health plans on compliance with a wide range of employee benefits issues, as well as strategies for plan design and modification. Rhiannon's practice has a particular focus on:

- Contract drafting and negotiation, including pharmacy benefit management, third-party administration, and investment agreements.
- Subrogation program design and negotiation of subrogation liens.
- Preparation of participant communications, including 401(k) plan fee disclosure notices, summary plan descriptions, and summaries of material modifications.
- Designing administrative procedures, such as HIPAA privacy/security policies and QDRO procedures.

In her free time, Rhiannon enjoys painting, drawing, and trying to squeeze just one more plant into her garden.

### Professional Affiliations

- King County Bar Association
- International Foundation of Employee Benefit Plans



EMPLOYEE BENEFITS LAW

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