



JENNY ZHANG

Of Counsel

ERISA

Denver

P: 303.764.3711 F: 303.291.3201

jzhang@fennemorelaw.com

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Jenny Zhang is an employee benefits/ERISA attorney. She focuses her practice on employee benefits and executive compensation, and the overlap between those areas and tax, labor, employment and corporate law.

Jenny has extensive experience advising in the following areas:

- Plan design and implementation for retirement plans, welfare plans, cafeteria plans and self-funded health plans (benefit options, controlled group issues, preparing plan documents and negotiating provider contracts)
- Plan administration and benefits-related payroll issues (participant eligibility and termination, benefit claims and appeals, COBRA, Qualified Domestic Relations Orders, plan distributions and rollovers, cafeteria plan administration, subrogation)
- Negotiating provider agreements (network provider agreements, administrative services agreements, business associate and cybersecurity agreements) with PPOs, HMOs, PBMs, third party administrators, consultants and other plan professionals
- Compliance with ERISA, ACA, Internal Revenue Code, HIPAA, MHPAEA, SECURE Act, No Surprises Act and other federal and state tax laws and regulations
- Plan audits and corrections with the IRS and DOL (VCP, VFCP and DFVCP filings, and audit responses)
- Benefits-related due diligence in mergers and acquisitions
- Plan mergers and terminations
- Plan investment review (negotiating subscription documents, side letters, advising on ERISA plan assets)
- Preparing and advising on equity compensation, non-qualified deferred compensation, employment, severance and retention agreements, 280G and 409A issues
- Advising plan fiduciaries on fiduciary duties and prohibited transactions with respect to plan investments and expenses, and acquisition and disposition of plan assets and real estate
- Multiemployer plan compliance, administration, withdrawal liability, and funding

Jenny obtained her J.D. from the University of Nebraska-Lincoln, where she served on the Nebraska Law Review and graduated Order of the Coif. She obtained a Bachelor of Arts from the University of British Columbia. Jenny lives in Denver, CO with her husband Bill. In her free time, she likes to read, cook, and travel the world.

EDUCATION

- J.D., University of Nebraska College of Law
- B.A., University of British Columbia

AREAS OF PRACTICE

- ERISA

ARTICLES AND PRESENTATIONS

- Co-Author, "[Supreme Court Makes It Easier For Plaintiffs To Sue Plan Fiduciaries](#)," Fennemore Blog, April 21, 2025
- Co-Author, [Justices Likely To Stay In ERISA's Bounds On Pleadings](#), Law360, February 12, 2025
- Co-Author, "[Buying or Selling a Business? Look Out for Employee Benefits Issues!](#)," Greater Phoenix InBusiness Magazine, November 1, 2024
- Co-Author, "Consider 10 Benefit Questions Before that Merger or Acquisition Occurs," World at Work, September 9, 2024
- Co-Author, "[Buying or selling a business? Watch for these employee benefits issues](#)," AZ Big Media, August 27, 2024
- Co-Author, [Buying Or Selling A Business? Don't Forget To Look Out For These Employee Benefits Issues!](#), Fennemore Blog, June 26, 2024

ADMISSIONS

- Colorado