FENNEMORE.



JENNY ZHANG

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JENNY ZHANG

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, "IRS Updates Retirement Plan Correction Procedures," Fennemore Blog, October 27, 2026

Co-Author, "Treasury Issues Temporary Regulations on Trump Accounts and Contributions," Fennemore Blog, October 7, 2026

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

LANGUAGES

Mandarin