

Jenna Steiner

Associate

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Jenna helps clients navigate the myriad of rules governing employee benefit plans and executive compensation arrangements.

She advises employers of all sizes, both public and private, in the design, drafting, implementation, and administration of tax-qualified retirement plans, health and welfare plans, nonqualified deferred compensation arrangements, and executive compensation arrangements, including executive employment agreements, change in control arrangements, severance arrangements, and cash and equity-based compensation plans. Jenna has extensive experience advising clients on health and welfare plan matters including health care reform (the ACA), COBRA, HIPAA, etc. and negotiating third-party service provider agreements including TPA and PBM agreements.

Jenna advises clients on the various tax laws affecting executive compensation, including Code Section 409A (governing deferred compensation) and Code Section 280G. In addition, she advises clients on executive compensation and benefits issues arising in the cross-border context as well as in the context of mergers, acquisitions, and other corporate events.

Select Experience

- Assisted clients with multi-year IRS and DOL qualified retirement plan audits, with audits being closed with no corrections needed.
- Advised clients in correcting form and operational defects in their qualified retirement plans, including making filings under the EPCRS.
- Successfully assisted clients in getting IRS penalties waived or abated for ACA reporting and employer shared responsibility matters.
- Assisted clients in drafting and negotiating third-party services agreements for health and welfare plan administration.

Accolades

Education

- Wake Forest University School of Law (J.D., 2019)
- University of South Carolina (Ph.D., 2019)
- Georgetown University (B.A., 2009)
 - *magna cum laude*

Bar Admissions

- New York
- North Carolina
- Colorado

- Consistently providing pro bono legal assistance to those in need through Dorsey's Pro Bono program
 - Contributed more than 50 Diversity & Inclusion hours, 2022-2024
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Cross-Border Counselor

December 23, 2024

Considerations for Awarding Incentive Stock Options

February 13, 2024

The Special Timing Rule for Taxation of Nonqualified Deferred Compensation

November 16, 2023

Canadian Compensation Arrangements - When Do I Need U.S. Counsel?

November 7, 2022

DSU Plans May Run Afoul of U.S. Deferral Election Timing Rules Resulting in Adverse U.S. Tax Treatment