

Karn M. Copa

Senior Employee Benefits Specialist

copa.karn@dorsey.com

Minneapolis – 612.343.8281

Karn Copa has been a member of the Employee Benefits Group since March of 1993.

Karn assists with the design, formation, IRS qualification, administration, merger and termination of employee benefit plans. Her responsibilities include drafting and amending plan documents and summary plan descriptions; preparation of IRS submissions for retirement plans and vebas, including voluntary correction submissions; preparation of documents for plan terminations, including termination resolutions, 204(h) notices, IRS and PBGC filings and timetables; preparation of reporting documents, including Form 5500s for retirement plans and welfare plans, Forms 990 and 990-T for vebas and summary annual reports; preparation of distribution forms, model QDROs and employee communications; assisting clients with nondiscrimination testing and coverage testing, including ADP and ACP testing, the general test and the average benefit test, plan terminations, plan mergers and the correction of operational errors; and research.

Education

- The Institute for Employee Benefits Training (Certificate of Graduation, 1990)
- University of Minnesota, Carlson School of Management (B.S., Business Administration, 1987)