



Lyn Domenick

Employee Benefits Specialist

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Lyn has over 30 years of experience as an employee benefits specialist focusing on qualified plans, ERISA matters, health and welfare plans and IRS compliance.

Lyn has particular expertise working with defined benefit pension plans as well as 401(k) and profit sharing plans. Specifically, Lyn drafts complex benefit plan and program documents, prepares plan summaries and participant notices, reviews and approves QDROs, and handles IRS submissions including determination letters, IRS VCP applications and self-corrections under the EPCRS program.

PRACTICES

Employee Benefits and Executive Compensation
Tax

EDUCATION

University of Rochester, B.A., 1979

EXPERIENCE

- Draft complex qualified plan documents including pension, cash balance, 401(k), ESOP, 403(b), and governmental plans
- Prepare documents and amendments to all types of employee benefit plans including qualified plans, health and welfare plans, wellness programs and fringe benefit plans
- Draft board and committee resolutions related to employee benefit plans and programs
- Prepare plan summaries and participant notices, including automatic enrollment and safe harbor 401(k) plan notices, health and welfare plan and other annual notices
- Draft QDRO forms and procedures, and review certified QDROs for qualification
- Draft COBRA notices and research COBRA issues
- Prepare IRS correction submissions under EPCRS including VCP applications and self-correction statements, as well as DOL submissions under VFPC
- Prepare IRS determination letter submissions and respond to related IRS requests
- Assist with qualified plan terminations
- Provide backup assistance during DOL or IRS plan audits
- Research plan document issues and analyze plan administration questions

PUBLICATIONS

"2024 IRS Limits Announced," *Employee Benefits Legal Update*,

November 1, 2023

"2023 IRS Limits Announced," 10/24/2022

"2022 IRS Cost of Living Adjustments Announced," *Holland & Hart News Update*, November 5, 2021

"IRS Limits Announced Today," *Holland & Hart News Update*, 10/26/2020

BLOG POSTS

"Never Make Your SPD Move Too Soon... or Should You?," *Benefits Dial*, June 20, 2024

"Simply Irresistible...To Not Seek Recoupment of Overpayments," *Benefits Dial*, August 22, 2023

"Video Killed the Radio Star... and RMDs Changed Too," *Benefits Dial*, April 17, 2023

"Money's Too Tight to Mention...But Maybe a Student Loan Match Would Help," *Benefits Dial*, January 18, 2023

PROFESSIONAL AND CIVIC AFFILIATIONS

- Western Pension and Benefits Conference, Member