



DENISE PINO ERWIN

Partner
Denver

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BIOGRAPHY

Denise Pino Erwin is a highly experienced and distinguished partner in the firm's Denver office, where she leverages her extensive expertise to advise a diverse range of clients on employee benefit plans and executive compensation arrangements. Her practice spans qualified and nonqualified retirement plans, health and welfare plans, fringe benefit plans, and executive compensation arrangements. Denise serves public and private companies, non-profit organizations, churches, and governmental entities, providing them with strategic guidance tailored to their specific needs.

Benefit Plan Design and Restructuring

Denise excels in designing and implementing a broad range of employee benefit and compensation arrangements to meet each client's unique needs and goals, drawing on her deep knowledge of both regulatory requirements and industry best practices. She is adept at guiding clients through the

integration and restructuring of plans in connection with corporate transactions and helping to align benefit programs with changing business objectives. Her expertise also extends to advising on plan mergers, terminations, and de-risking, ensuring that these transitions are managed efficiently and in compliance with all relevant laws.

Navigating Complex Regulatory Environment

One of Denise's core strengths is providing ongoing guidance to clients in navigating the complex web of laws and regulations governing employee benefit plans. She is well-versed in the qualified plan rules applicable to defined benefit pension plans and defined contribution retirement plans under the Internal Revenue Code and ERISA. Denise has a proven track record of successfully obtaining rulings from the Internal Revenue Service (IRS) and negotiating resolutions of complex issues with the IRS and the Department of Labor (DOL). Her expertise in the fiduciary duty and prohibited transaction rules under ERISA is instrumental in helping clients to develop best practices for plan governance and to effectively manage their legal and regulatory risks.

Comprehensive Welfare Benefits Counseling

Denise provides comprehensive counsel on the design and administration of all types of welfare and fringe benefit plans. She is adept at addressing questions related to statutory and regulatory requirements under laws such as COBRA, FMLA, HIPAA, ADA, and ACA. Her thorough understanding of these complex rules allows her to offer practical solutions that ensure compliance and optimize plan effectiveness.

Executive Compensation and Employment Agreements

In addition to her work on benefit plans, Denise is skilled in drafting and negotiating executive employment agreements, severance agreements, and a variety of equity and nonqualified deferred compensation arrangements. Her ability to craft tailored compensation structures helps clients attract and retain top talent while aligning with organizational goals and regulatory requirements.

Thought Leadership and Professional Development

Denise is a respected thought leader in her field, having written articles and served as a speaker on various compensation and employee benefits topics. Her contributions to the industry extend beyond her client work, as she actively engages in professional development and knowledge-sharing initiatives.

Denise Pino Erwin's extensive experience, coupled with her dedication to providing tailored and strategic legal solutions, makes her a valuable asset to her clients. Her ability to navigate complex regulatory landscapes and her commitment to addressing her clients' unique needs ensure that they are well-positioned to achieve their objectives in a dynamic legal environment.

PROFESSIONAL AFFILIATIONS

- American Bar Association
- Colorado Bar Association
- Denver Bar Association
- Colorado Hispanic Bar Association
- Western Pension & Benefits Council

ADMISSIONS

- Colorado, 1996

EDUCATION

University of California-Berkeley, J.D., 1995

Harvard University, A.B., *cum laude*, 1989

RELATED CAPABILITIES

- Employee Benefits & Executive Compensation
- Corporate
- Plan Design & Implementation
- Plan Administration & Fiduciary Issues
- Welfare Plans
- Interdisciplinary Privacy/HIPAA Practice
- Practice Before Government Agencies
- ERISA & Employee Benefits Litigation
- International Pensions & Benefits Practice
- Pensions
- Share Plans & Incentives
- Executive & Deferred Compensation
- Cross-border Employment Issues
- Employment & Labor
- Investigations
- Litigation & Dispute Resolution

- Regulation, Compliance & Advisory

RELATED INSIGHTS

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News

Nov 10, 2023

BCLP names global group to partnership

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BCLP Benefits summer 2021 newsletter

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Mar 31, 2021

BCLP Benefits newsletter

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Oct 27, 2020

Q3 2020 IRS, DOL, and PBGC Guidance