

Jenna Steiner

Associate

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Denver – 303.628.1518

New York



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

Jenna advises employers of all sizes, both public and private, on the full lifecycle of employee benefits and executive compensation — from initial plan design through day-to-day administration and into the complexities that arise when companies merge, restructure, or expand across borders.

On the retirement plan side, Jenna counsels clients on tax-qualified retirement plan design, drafting, and administration, and has guided employers through multi-year IRS and Department of Labor (DOL) audits. When plans have form or operational defects, she helps clients correct them through the IRS Employee Plans Compliance Resolution System (EPCRS). Her health and welfare plan practice covers the full range of federal requirements — including the Affordable Care Act (ACA), COBRA, and HIPAA — and extends to negotiating third-party service provider agreements such as third-party administrator (TPA) and pharmacy benefit manager (PBM) contracts. She has also successfully pursued IRS penalty waivers and abatements for clients facing ACA reporting and employer shared responsibility assessments.

Jenna's executive compensation work centers on Internal Revenue Code Section 409A governing nonqualified deferred compensation and Section 280G governing parachute payments in change-in-control arrangements. She advises on executive employment agreements, severance arrangements, and cash and equity-based compensation plans. Jenna also counsels clients on cross-border executive compensation and benefits issues, including certain U.S. tax implications of Canadian compensation arrangements, and handles employee benefit due diligence in mergers and acquisitions.

Select Experience

- Secured IRS penalty waivers and abatements for employer clients facing ACA

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

- North Carolina
- Colorado
- New York

employer shared responsibility assessments as well as penalties for ACA reporting failures.

- Drafted and negotiated third-party service provider agreements for health and welfare plan administration, including TPA and PBM agreements.
- Counseled employers on employee benefit and executive compensation due diligence in merger and acquisition transactions, including cross-border deals.
- Advised employers on executive compensation program design and compliance with Internal Revenue Code Section 409A governing nonqualified deferred compensation.

Accolades

- 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