



**Lena Gionnette**

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Lena focuses her practice on creating, reviewing, and implementing benefit programs designed to meet the needs of for-profit and non-profit entities of all sizes. She helps employers navigate the complex and evolving legal landscape surrounding benefit plans to ensure that their offerings are well designed and properly maintained. She regularly advises employers, executives, and third-party administrators on a wide range of issues relating to defined contribution and defined benefit plans, church plans, nonqualified deferred compensation arrangements, health and welfare plans, and fringe benefits. She also assists with day-to-day plan administration issues and is heavily involved in drafting plan documents, amendments, required notices, and participant communications. Lena also helps resolve plan errors under the IRS and DOL correction programs and guides clients through governmental audits. In addition, she counsels clients on benefits issues in connection with their corporate transactions. Lena received her B.A. degree in English, history and modern Greek from the University of Michigan and her J.D. degree from the University of Cincinnati College of Law.