

Sarah Bhagwandin

SHAREHOLDER

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Responsive, engaged, knowledgeable, and easy to talk to, Sarah Bhagwandin is someone clients come to see as a trusted advisor. Employee benefits law is complex – and Sarah’s depth of experience, astute judgment, and easy communication style make her ideally suited for partnering with clients to address the myriad of issues that can arise with employee benefit plans.

Sarah excels at equipping clients to make informed and thoughtful decisions about their employee benefit plans. She strives to provide plan sponsors and fiduciaries with the most current legal and market developments and practical advice for responding to the same.

Sarah counsels clients on a broad range of employee benefits issues, including:

- design, administration, and compliance of 401(k) plans, 403(b) plans, 401(a) plans, 457 (b), and (f) plans
- health and welfare plans
- defined benefit plans
- nonqualified deferred compensation arrangements

Areas of particular proficiency include:

- qualified retirement plans
- health and welfare plans
- cafeteria/flexible benefit plans

Sarah advises public and private companies, governmental entities, and religious and other nonprofits.

In addition to advising on ERISA and tax compliance, she regularly counsels clients on statutory and regulatory requirements under COBRA, HIPAA, the Affordable Care Act, and other applicable laws. Sarah frequently advises on correcting compliance errors and has successfully negotiated many resolutions of errors under the IRS and Department of Labor voluntary compliance programs and successfully represented clients in government audits.

Capabilities

- Employee Benefits & Executive Compensation

The bottom line – **Sarah is a dedicated lawyer with an energetic commitment to clients and their success.**

Education

- Seattle University School of Law (J.D., *magna cum laude*)
- Indiana University (B.A.)

Bar Admissions

- Colorado
- Washington

Memberships

- Disability Law Colorado
 - President of the Board, 2023-2024
 - Vice President of the Board, 2021-2023
- Colorado Women's Bar Association,
- Washington State Bar Association
- Western Pension and Benefits Conference
- American Bar Association
- National Tax-Deferred Savings Association