



## Alison E. Wright

### Partner

Alison leads the firm's business section and practices employee benefits law. She focuses on the tax, securities, and ERISA aspects of executive and equity compensation – including nonqualified deferred compensation plans, stock compensation plans, employee stock purchase plans, and change in control plans as well as perquisite programs, executive employment, and severance agreements. For 18 years, she has been advising clients regarding their traditional employee benefit plans – including 401(k) and other retirement plans, health and welfare plans, and cafeteria plans.

In addition, Alison has significant experience in assisting clients with compensation and benefits issues raised in mergers and acquisitions, consisting of golden parachute payments, COBRA responsibilities, and due diligence review. She is a member of the Board of Directors and is chair of the Brown Bag Lunch committee for the San Francisco Chapter's Western Pension & Benefits Council, and also a member of the Board of Directors of the National Center for Employee Ownership.

#### Publications

"IRS Extends Deadline for Providing Health Coverage Forms to Employees under the ACA, But Not the IRS Filing Deadline," co-author, *Employee Benefits Alert* (December 2018)

"The SEC Increases Enhanced Disclosure Threshold Under Rule 701 and Considers Broader Changes," co-author, *Employee Benefits Alert* (September 2018)

"Student Loan Payments and 401(k) Benefits," co-author, *Employee Benefits Alert* (August 2018)

"ISO and ESPP Reporting and Disclosure Requirements for Employers," *HB Tech on the 20s* (January 2018)

"Funds Available from Retirement Plans for Those Affected by the Wildfires," co-author, *Employee Benefits Alert* (November 2017)

"Hanson Bridgett Announces IRS Determination Letter Replacement Program," co-author, *Employee Benefits Alert* (March 2017)

"DOL Fiduciary Rule Faces Further Delay," co-author, *Employee Benefits Alert* (March 2017)

#### San Francisco

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#### Firm Leadership

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Business Section Leader  
Employee Benefits Practice Group  
Leader

#### Practices/Industries

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Employee Benefits  
Corporate  
Tax  
Technology

"ISO and ESPP Reporting and Disclosure Requirements For Employers," author, *HB Tech on the 20s* (January 2017)

"The New SB 1234 – A State-Run Retirement Program for Private Sector Employees: The California Secure Choice Retirement Savings Program," co-author, *CALA Update* (December 2016)

"Granting Stock Options At Fair Market Value," *HB Tech on the 20s* (July 2016)

"2016 IRS Limits for Retirement Plans Generally Remain Unchanged," co-author, *Employee Benefits Law Alert* (October 2015)

"Back on Track! Supreme Court Upholds Affordable Care Act Tax Credits," co-author, *Employee Benefits Law Alert* (June 2015)

"New 2015 IRS Limits for Retirement Plans," co-author, *Employee Benefits Law Alert* (October 2014)

## **Presentations**

NASPP Annual Conference, speaker, NASPP (September 2018)

"The Decision Maker's Guide to Equity Compensation," NCEO Webinar (July 2018)

"Know Your Limits: Understanding and Complying with the Limits that Apply to Stock Plans," 14th Annual CEP and Silicon Valley NASPP Symposium (March 2018)

"The Decision-Maker's Guide to Equity Compensation," National Center for Employee Ownership Annual Conference (July 2017)

"The Vest Test - Solving the Issue of RSU Non-acceptance," E\*Trade Directions 2017 Conference (May 2017)

"Employee Ownership and the Changing Rules of International Business," National Center for Employee Ownership Annual Conference (April 2017)

"Tax and Legal Issues for Liquidity Options," speaker, NCEO Private Company Conference (March 2017)

"Equity Compensation Basics for ESOP Companies," speaker, NCEO Private Company Conference (February 2017)

"Employee Benefits Update," co-speaker, Hanson Bridgett Employee Benefits Webinar (February 2017)

"Stock Purchase Sleuths: ESPP Insiders on Design," speaker, NASPP Annual Conference (October 2016)

"Employees Are Our Greatest Asset," speaker, Hanson Bridgett Senior Care Seminar (September 2016)

"Pre-Tax Payroll Deductions for Voluntary Service Credits Purchases," speaker, CALAPRS (June 2016)

"Stock Plan Fundamentals," speaker, NASPP University (April 2016)

"Equity Compensation 101: Getting Started," speaker, NCEO Annual Conference (April 2016)

Alison E. Wright

Partner



"Mergers and Acquisitions," speaker, NCEO Private Company Conference (March 2016)

"Healthcare Reform," CALAPRS Attorney Roundtable (September 2015)

"Health Care ACA Update," National Home Delivery Forum (August 2015)

"Recent Employer Stock Litigation," co-speaker, Silicon Valley Chapter of the National Association of Stock Plan Professionals (June 2015)

"Affordable Care Act Compliance in 2015 and Other Updates in Employee Benefits," co-presenter, Hanson Bridgett Labor & Employment Seminar (January 2015)

"DOMA Decision's Impact on Equity Compensation," National Association of Stock Plan Professionals Chapter meeting (February 2014)

### **Honors & Awards**

Top Women Lawyers, Daily Journal (2018)

Leadership Council on Legal Diversity Fellow (2017)

### **Professional Affiliations**

American Bar Association, Member

State Bar of California, Member

National Association of Stock Plan Professionals, Member

Western Pension and Benefits Council, Board of Directors

National Center for Employee Ownership, Board of Directors, Executive Committee

### **Education**

LL.M., New York University School of Law (1996)

J.D., University of California, Davis (1995)

B.A., Colby College (1989)

### **Admissions and Courts**

California