HansonBridgett



Alison E. Wright

Partner

AWright@hansonbridgett.com
(415) 995-5083

Hanson Bridgett LLP
425 Market Street, 26th Floor
San Francisco, CA 94105

Areas of Focus

- Employee Benefits
- Employee Benefits Litigation
- Corporate
- Tax
- Technology
- Business Disruption Strategies
- Emerging Companies
- Family Office Services

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Alison practices employee benefits law and 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 more than two decades, 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

"No Delay in Effective Date and Other Key Takeaways from the IRS' Final Catch-Up Regulations," co-author, Employee Benefits Legal Alert (November 2025)

"Wildfire Victims May Find Financial Relief in Retirement Plans," co-author, Bloomberg Tax (February 2025)

“IRS Issues 2023 Limits for Retirement Plans,” co-author, Employee Benefits Legal Alert (November 2022)

“IRS Issues 2022 Limits for Retirement Plans,” co-author, Employee Benefits Legal Alert (November 2021)

“IRS Issues 2021 Limits for Retirement Plans,” Employee Benefits Legal Alert (November 2020)

“Repricing Underwater Stock Options,” Business Disruption Strategies Law Alert (June 2020)

“ISO and ESPP Reporting and Disclosure Requirements for Employers,” Employee Benefits Law Alert (January 2020)

“What Employers Should Know About California’s Proposed Worker Classification Bill,” *BenefitsPRO* (August 2019)

“IRS Extends Deadline for Providing Health Coverage Forms to Employees under the ACA, But Not the IRS Filing Deadline,” Employee Benefits Law Alert (December 2018)

“The SEC Increases Enhanced Disclosure Threshold Under Rule 701 and Considers Broader Changes,” Employee Benefits Law Alert (September 2018)

“Student Loan Payments and 401(k) Benefits,” Employee Benefits Law 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,” Employee Benefits Law Alert (November 2017)

“Hanson Bridgett Announces IRS Determination Letter Replacement Program,” Employee Benefits Law Alert (March 2017)

“DOL Fiduciary Rule Faces Further Delay,” Employee Benefits Law Alert (March 2017)

“ISO and ESPP Reporting and Disclosure Requirements For Employers,” *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,” 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,” Employee Benefits Law Alert (October 2015)

“Back on Track! Supreme Court Upholds Affordable Care Act Tax Credits,” Employee Benefits Law Alert (June 2015)

“New 2015 IRS Limits for Retirement Plans,” Employee Benefits Law Alert (October 2014)

Presentations

“Fiduciary Best Practices for California Plans,” co-presenter, NAGDCA Annual Conference (September 2025)

Hanson Bridgett 2024 Annual Employee Benefits Update (February 2024)

“What’s New For 2023? California Employment Law Compliance Update,” co-presenter, Hanson Bridgett 2023 Labor & Employment Seminar (January 2023)

Hanson Bridgett 2021 Annual Employee Benefits Update (February 2021)

“Business is Disrupted: Shifting Valuation: Down-rounds and Underwater Options,” Hanson Bridgett Business Disruption Strategies Webinar (June 2020)

“Retirement Plan Legislation/Cadillac Tax Repeal,” Hanson Bridgett 2020 Labor & Employment Seminar (January 2020)

“To Infinity and Beyond: FMLA and ADA Leave Extensions,” Hanson Bridgett 2020 Labor & Employment Seminar (January 2020)

“AB 5: Overview and Insights,” Hanson Bridgett 2020 Labor & Employment Seminar (January 2020)

NASPP Annual Conference (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,” NCEO Private Company Conference (March 2017)

“Equity Compensation Basics for ESOP Companies,” NCEO Private Company Conference (February 2017)

“Employee Benefits Update,” Hanson Bridgett Employee Benefits Webinar (February 2017)

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

“Employees Are Our Greatest Asset,” Hanson Bridgett Senior Care Seminar (September 2016)

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

“Stock Plan Fundamentals,” NASPP University (April 2016)

“Equity Compensation 101: Getting Started,” NCEO Annual Conference (April 2016)

“Mergers and Acquisitions,” 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,” 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,” 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