HansonBridgett



Nancy R. Chawla

Senior Associate

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Areas of Focus

- Employee Benefits

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Nancy helps clients navigate the complex and ever-evolving landscape of employee benefits law.

Nancy regularly counsels clients on the design and administration of a broad range of employee benefit plans, including qualified defined contribution and defined benefit plans, nonqualified retirement plans, welfare plans, severance plans, and fringe benefit plans. Her compliance counseling encompasses ERISA fiduciary duties, the Affordable Care Act, HIPAA, COBRA, withdrawal liability, and dispute resolution including Internal Revenue Service and Department of Labor controversies. Nancy provides clients guidance on plan documentation (such as drafting plan documents and amendments), plan qualification (such as correction of plan operational errors), and participant communications.

In the transactional context, Nancy advises clients on benefit plan and executive compensation matters arising in mergers, acquisitions, dispositions, and corporate reorganizations. She counsels clients on the assumption and termination of retirement and welfare plans, transfers of plan assets, spinoffs, and mergers and consolidations of qualified retirement plans.

Honors & Awards

Ones to Watch, Best Lawyers in America (2023-2024, 2026)

Professional Affiliations

National Asian Pacific American Bar Association, Leadership Advancement Program (2021)

Worldwide Employee Benefits Network, Steering Committee Member; Young Professionals Committee, Co-Chair (2020–2022)

Education

J.D., summa cum laude University of Akron School of Law (2015)

B.S., University of California, Riverside (2010)

Admissions and Courts

California

Ohio

United States District Court, Northern District of Ohio

United States District Court, Southern District of Ohio