



Robin M. Solomon

Partner

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PRACTICE AREAS

Employee Benefits

- Qualified Retirement Plans
- Health and Welfare Plans
- Executive Compensation and Fringe Benefits
- Plan Terminations and Bankruptcy
- Benefits Rulings and Audit Defense

EDUCATION

Harvard Law School, 1996, J.D.
Stanford University, 1993, A.B.
Oxford University, Balliol College

CLERKSHIP(s)

Law Clerk for the Honorable
Benson Everett Legg, U.S.
District Court for the District of
Maryland

BAR AND COURT ADMISSIONS

District of Columbia
Maryland

Robin M. Solomon is a partner in Ivins, Phillips & Barker's Employee Benefits practice. She is an expert in qualified and nonqualified plans alike, advising companies from coast-to-coast in complex pension plan matters. Her client base covers many different industries, including aerospace and defense, automotive, healthcare, manufacturing, oil and gas, retail, and technology.

Robin is regarded as "business-minded" in her advice. She routinely advises some of the nation's largest employers – including The Boeing Company, Chrysler, General Electric and Xerox – with regard to qualified plan compliance. She possesses particular expertise in counseling clients with complex defined benefit plans (including cash balance) and the unique problems faced by large controlled groups, particularly those engaged in M&A. On a day-to-day basis, the bread and butter of her practice remains drafting qualified plans and participant communications.

REPRESENTATIVE MATTERS

- Obtained a favorable IRS determination letter on one of the nation's largest cash balance plans – a process that took nearly ten years. She not only deflected IRS criticism of the plan, but she developed an alternative strategy that left the plan design virtually intact.
- Secured IRS approval of complex operational corrections for several Fortune 10 companies, often winning approval for unique methods of correction.

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- Integrated large-scale benefits programs following significant M&A activity by Fortune 50 companies. These projects have involved the establishment of a new benefits program for acquired subsidiaries, as well the management of subsidiaries' existing benefits programs with several dozen plans.
- Testified as expert witness in union arbitration on behalf of multinational corporation.

MEMBERSHIPS & AFFILIATIONS

Member, D.C. Bar Employee Benefits Committee

Member, American Bar Association

PUBLICATIONS

- March 2, 2010
PBGC Proposed Changes May Trigger Default Under Your Employer's Credit Agreements
Employee Benefits Insider