

BARRAN LIEBMAN^{LLP}

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
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GABRIELLE A. HANSEN

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Gabrielle “Gabby” Hansen enjoys advising clients on a broad range of employment matters with a focus on ERISA and other issues related to employee benefits. Gabby is also knowledgeable about the laws affecting federal contractors including the implementation and maintenance of Affirmative Action plans, which can pose unique and complicated challenges for the employers required to maintain them. In addition to compliance and advice work, Gabby assists clients by drafting non-competes, employment agreements, contracts, and various documents related to health and retirement plans.

Gabby prides herself on her attention to detail and curiosity for learning. She honed these skills during the time that she spent clerking for the Oregon Supreme Court, the Oregon Court of Appeals, and the Multnomah County Circuit Court. She developed sound research, writing, and oral advocacy skills as a Judicial Law Clerk to the Honorable Megan A. Flynn, the Honorable Scott A. Shorr, and the Honorable Stephen K. Bushong.

Gabby graduated at the top of her class, *magna cum laude*, from Willamette University College of Law, and received her B.A., *cum laude*, in Philosophy and Spanish from the University of Portland. While at Willamette University College of Law, Gabby was presented with the Roy Lockenour Award for Professional Responsibility as well as the Isaac Van Winkle Award for receiving the highest grade in her Constitutional Law I class, among other distinct honors. In her spare time, Gabby enjoys riding and competing with her horse, Kealah, in Three-Day Eventing.

Representative Matters

Counsel for Private Employer: Provided advice regarding group health plan design

Counsel for Non-Profit: Assisted with various aspects of 403(b) plan compliance

Counsel for Federal Contractor: Provided advice regarding compliance with affirmative action requirements for federal contractors

Counsel for Building Industry Employer: Provided advice regarding permissible ways to avoid triggering withdrawal liability from multiemployer pension plans in an asset purchase transaction

Counsel for Private Employer: Composed summary plan description for client’s 401(k) plan

Counsel for Private Employer: Prepared multiple wrap documents for health and welfare benefit plans

Counsel for Private Employer: Prepared policies and procedures so as to ensure the employer’s compliance with the Fair Credit Reporting Act requirements of multiple states including Oregon, Washington, and California

Counsel for Private Employers from diverse industry groups: Prepared non-disclosure agreements

Counsel for Medical Office: Prepared complex employment agreement for physician

Counsel for Large Non-Profit: Prepared consulting agreement

Representative Matters (continued)

Counsel for Private Employers from diverse industry groups: Revised and restructured Employer handbooks for Employers with Washington and Oregon employees
 Counsel for Diverse Public & Private Employers: Provided analysis and advice for a variety of benefits and plan compliance issues

Areas of Practice

Affirmative Action Plans
 Employee Handbooks
 Employers in Healthcare
 Employment Law Advice & Litigation
 ERISA & Benefits Litigation
 ERISA Compliance
 Executive Compensation & §409A Compliance
 HIPAA Advice
 On-Site Employment Law Training
 Wage & Hour
 Workplace Investigations

Professional Experience & Affiliations

Business for a Better Portland: Associate Board of Directors (2019-2020)
 American Bar Association: Member (2019-present)
 Joint Committee on Employee Benefits: Member (2019-present)
 Western Pension & Benefits Council: Member (2019-present)
 Oregon Women Lawyers: Member (2018-present)
 Portland Human Resources Management Association (PHRMA): Member (2018-present)
 Society for Human Resource Management (SHRM): Member (2018-present)
 Multnomah Bar Association Young Lawyers Section: Pro Bono Committee (2018-present)
 Multnomah Bar Association Young Lawyers Section: Service to the Public Committee (2016-2018)
 Oregon Supreme Court: Judicial Law Clerk to the Hon. Meagan A. Flynn (2017-2018)
 Oregon Court of Appeals: Judicial Law Clerk to Hon. Scott A. Shorr (2017); Judicial Law Clerk to Hon. Meagan A. Flynn (2016-2017)
 Multnomah County Circuit Court: Judicial Law Clerk to Hon. Stephen K. Bushong (2015-2016)
 Marion County District Attorney's Office: Juvenile Department: Law Clerk (2013-2014)

Civic Activities

Willamette Public Interest Law Project: Donations Coordinator (2013-2014)

Representative Presentations

Lorman Employee Benefits Webinar: "Benefit Plan Voluntary Correction Programs: Properly Correct Errors and Minimize Penalties," Presenter (5/29/20)
 Alliance of Independent Colleges & Universities Webinar: "Considerations for Employee Benefits Due to Coronavirus," Presenter (4/22/20)
 Lorman Employee Benefits Webinar: "Navigating Employee Benefits After Termination of Employment," Presenter (9/30/19)
 Barran Liebman Breakfast Seminar: "Nine for Nineteen: Top 2019 Employee Benefits Topics," Presenter (7/16/19)

Representative Presentations (continued)

Multnomah Bar Association CLE: “Tips from the Courtroom – Insights from Current and Former Judicial Clerks,” Presenter (1/16/19)

Representative Publications

- “What the Consolidated Appropriations Act of 2021 Means for an Employer’s Ability to Make Pre-Tax Student Loan Payments for Their Employees,” Barran Liebman Electronic Alert, February 8, 2021
- “What the Consolidated Appropriations Act of 2021 Means for Your Retirement & Health Plans,” Barran Liebman Electronic Alert, January 6, 2021
- “Attention Federal Contractors: Are Your Remote Workers Counted in the Correct Establishment?,” *Cascade Business News*, October 21, 2020
- “Who Cares About the CARES Act? Hint: The Answer Just Might Be You,” Barran Liebman Electronic Alert, October 7, 2020
- “Have Layoffs Resulted in Partial Termination of Company Retirement Plans? Why It Matters & What Can Be Done,” Barran Liebman Electronic Alert, September 25, 2020
- “Health Insurance Rebates: What Are Your Options for Spending That Cash?,” Barran Liebman Electronic Alert, September 18, 2020
- “Oregon’s COVID-19 Temporary Paid Leave Program is Now Available for Eligible Employees,” Barran Liebman Electronic Alert, September 17, 2020
- “Paycheck Protection Program Changes,” *Oregon Business Report*, June 11, 2020
- “Small Business Administration Issues Interim Final Rule in Response to Paycheck Protection Program Flexibility Act,” Barran Liebman Electronic Alert, June 11, 2020
- “Take Note: Updates to the Terms of the Paycheck Protection Program,” Barran Liebman Electronic Alert, June 5, 2020
- “The SECURE Act is Here, As is a Summary Guide for Employers,” *Daily Journal of Commerce*, May 22, 2020
- “COVID-19 Employee Benefits Round-Up,” Barran Liebman Electronic Alert, May 21, 2020
- “Top Ten Considerations for Employee Benefit Plans During the COVID-19 Pandemic,” Barran Liebman Electronic Alert, April 8, 2020
- “Ins & Outs of FFCRA Tax Credits,” Barran Liebman Electronic Alert, April 2, 2020
- “Today is April 1: FFCRA Eligibility Begins; Posted Notice is Required,” Barran Liebman Electronic Alert, April 1, 2020
- “Coronavirus-Related Financial Assistance Update for Employers,” Barran Liebman Electronic Alert, March 31, 2020
- “Form 5500 Penalties Are Up: An Employer’s Guide to When & Why This Matters,” *Cascade Business News*, January 15, 2020
- Editor of the Oregon State Bar’s “Advising Oregon Businesses” Volume 5, 2019 Revision
- “Navigating Laws Regarding Pre-Employment Medical Inquiries,” *Daily Journal of Commerce*, November 22, 2019
- “New Flexibility for Health Reimbursement Accounts in 2020,” *Cascade Business News*, October 16, 2019
- “Need-to-Know Info About Oregon’s Paid Family Leave Law,” *Daily Journal of Commerce*, August 23, 2019
- “Employer-Sponsored Health Plans: Continuing Coverage During an Employee’s Leave of Absence,” *Cascade Business News*, March 20, 2019

Representative Publications (continued)

- “DOL Issues a Notice of Proposed Rulemaking on New Minimum Salary Threshold for Overtime,” Barran Liebman Electronic Alert, March 11, 2019
- “Adjust Now for Changes Coming to Retirement Plans,” *Daily Journal of Commerce*, November 23, 2018
- “U.S. Supreme Court Holds ADEA Applies to All Public Employers,” Barran Liebman Electronic Alert, November 8, 2018
- “Retirement Plans of the Future: New Options for Employers,” *Cascade Business News*, September 19, 2018
- “The Department of Labor Issues Flurry of New Opinions,” Barran Liebman Electronic Alert, August 30, 2018

Admitted to Practice

Oregon
U.S. District Court, District of Oregon

Academics

The National Employment Law Institute: Affirmative Action Conference (2019)

Willamette University College of Law (J.D., *magna cum laude*, 2015): Roy Lockenour Award, Isaac Van Winkle Award, Donald H. Turner Criminal Trial Competition Finalist

University of Portland (B.A., *cum laude*, Philosophy and Spanish, 2012)