



Victoria E. Anderson

Partner

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About

With a collaborative approach and a well-developed appreciation of her clients' needs, expectations, and concerns, Victoria Anderson focuses her practice on employee benefits and executive compensation matters.

She works closely with public and private companies, not-for-profit entities, and religious organizations to structure benefit programs and compensation packages that accomplish business goals and comply with complex, multifaceted laws and regulations while also helping her clients understand and meet their fiduciary responsibilities.

Thorough, organized, reliable, and detail-oriented, Victoria seamlessly embeds herself within her clients' relevant teams and coordinates her efforts with all interested constituencies, learning as much as possible about their financial, operational, and strategic imperatives. She builds enduring client relationships on a foundation of trust, clear communication, and tailored, practical guidance on all matters that intersect with executive compensation and employee benefits.

In her executive compensation practice, Victoria structures incentive plans and advises on compensation arrangements and executive awards. She has advised numerous clients on severance considerations, employment agreements, compensation issues, and funding benefits through rabbi trusts for for-profit and not-for-profit companies.

Victoria's robust and diverse employee benefits practice extends from plan development, structuring, and management to compliance to transactional matters. She has extensive experience with qualified and non-qualified retirement plans, deferred compensation arrangements under 409A, 457, and 403(b) plans, and health and welfare plans. She advises public and private companies on benefits issues related to mergers and acquisitions, emphasizing post-transaction plan integration and compensation considerations.

Particularly well-versed in retirement, health, and welfare plan issues unique to religious organizations, Victoria works with non-ERISA church plan committees on issues pertinent to their benefit plans. She has a thorough knowledge of HIPAA's Privacy and Security Rules and provides practical advice on HIPAA compliance and breach notification issues to both covered entities and business associates. Victoria has extensive experience advising clients on agreements with third-party administrators and PEO providers and navigating clients through IRS and DOL-qualified plan

correction programs. She advises on fiduciary and plan asset matters and regularly assists her clients' retirement plan committees in addressing fiduciary issues.

Victoria advises clients on compliance with reporting and filing requirements under ERISA, the Internal Revenue Code, DOL, PBGC, and applicable securities laws. When assisting clients on matters related to withdrawal liability from multiemployer plans and plan terminations, she counsels on fiduciary and plan funding issues. She provides audit support and offers guidance on plan redesign so her clients can offer competitive benefits, early retirement window, and severance programs with an emphasis on effective offerings and appropriate employee communication.

Victoria also provides in-house training programs and presentations on employee benefits issues to help her clients understand and comply with their legal obligations and fiduciary responsibilities.

Honors

Selected to New York Metro *Super Lawyers* "Rising Star," 2014-2016.

Related Services

Employment and Employee Benefits
Employee Benefits and Executive Compensation
Environmental, Social and Governance (ESG)
Privacy and Information Security

Education

University of Pennsylvania Law School, J.D., 2005

- University of Pennsylvania Journal of Labor and Employment Law, associate editor

Tufts University, B.A., 1998

Admissions

New York, 2006