

Hannah Munn

PARTNER

t: 704.342.5256

Hannah's practice is focused in the areas of employee benefits and executive compensation. She represents public, private, governmental, and nonprofit employers in designing and documenting retirement plans, welfare benefit plans, fringe benefit plans, and executive compensation plans.



OFFICE LOCATION

301 S. College St., Suite 2900
Charlotte, NC 28202

JURISDICTIONS LICENSED

North Carolina

BIOGRAPHY

Hannah represents employers of varying sizes and in different regions of the country with matters related to employee benefits, executive compensation, and incentives programs.

AREAS OF FOCUS

RETIREMENT

- Advises employers—both for-profit and nonprofit—regarding 401(k), 403(b), 457(b), 457(f), defined benefit, and cash balance plans

- Designs plans and plan features to achieve strategic goals of the company and/or its owners
- Provides practical advice on plan administration to avoid plan errors
- Maintains plans to ensure compliance with applicable federal laws
- Guides employers through the plan termination process
- Aids employers in correcting plan documentation or operational errors
- Drafts determination letters and other filings
- Guides employers through plan restatement process
- Responds to participant inquiries and claims
- Counsels employers on controlled group and affiliated service group matters

EXECUTIVE COMPENSATION

- Works with employers to design compensation arrangements for executives and key employees, and to assist with the selection or expansion of current compensation arrangements
- Advises employers in the drafting and negotiation of employment agreements
- Designs severance plans, change in control agreements, and retention incentive arrangements

MEDICAL, WELFARE, & FRINGE BENEFITS

- Counsels employers in the selection and implementation of various fringe benefit arrangements

CREDENTIALS

CERTIFICATIONS & SPECIALIZATIONS

Certified Yellow Belt in Legal Lean Sigma by the Legal Lean Sigma Institute®

EDUCATION

North Carolina Central University School of Law, JD, *summa cum laude*, 2017. Valedictorian.

University of North Carolina at Chapel Hill, BA *with distinction*, 2010

NOTABLE ACCOMPLISHMENTS

Recognized in The Best Lawyers in America® “Ones to Watch” (Employee Benefits (ERISA) Law) 2024-2025

Recipient of Daniel G. Sampson Award for Scholarship

Senior Editor, North Carolina Central Law Review

PROFESSIONAL & COMMUNITY ACTIVITIES

American Society of Pension Professionals & Actuaries (ASPPA): Chair, *focus* Committee

Journal of Pension Benefits, Co-Editor-in-Chief

SPEAKING & WRITING

“Pain Points in the Life of a TPA” and “Ask the Experts” Panel at ASPPA Spring National, May 2025

“Regulatory Update” at TPA Benchmark Top 100 TPA Owner/Leader Conference, April 2025

“Executive Compensation: Attracting, Retaining, and Mitigating Risk” for ACC Charlotte Annual Educational Webinar February 2025

“Foundations of Controlled Groups and Affiliated Service Groups” and “Plan Corrections: Under SECURE 2.0” at the Poyner Spruill Annual Employment and Employee Benefits Seminar February 2025

“Are We Related? Minimum Coverage Case Studies” and “The Future is Here—Student Debt Matching & PLESAs” at ASPPA Annual Conference October 2024

“SECURE 2.0: Highlight on Student Loan Matching” (Journal of Pension Benefits Summer 2024, Vol. 30, Issue 4)

To Vote or Not to Vote: DOL Releases Final Proxy Voting Rule (Journal of Pension Benefits, Summer 2021)

Tax Reform Update: The Expense of Providing Qualified Transportation Fringe Benefits to your Employees (Journal of Pension Benefits, Spring 2019)

Relief Storm: Providing tax-free benefits during the COVID-19 Emergency, NC Lawyers Weekly

The Changing Landscape of Executive Compensation: Tax Reform and the Use of Nonqualified Plans, Journal of Pension Benefits

QSEHRA: Not Just Another Acronym, Plan Consultant Magazine