



Haynes Benefits Expands Leadership

Haynes Benefits is pleased to announce the following selections to its leadership team.



Tessica C. Dooley has been elected a Shareholder and Director. Tess practices in the area of health and welfare plans, health care reform, insurance, and plan administration. Tess represents plans, insurance carriers, third party administrators, brokers, consultants, and other plan service providers. She successfully negotiated millions of dollars of reduction in ACA employer mandate penalties for her employer clients. Tess uses her wealth of knowledge regarding the intricacies of ERISA, HIPAA, COBRA, Internal Revenue Code, ACA, and other applicable federal and state laws and regulations, to advise and assist her clients.



Theodore M. Mitchell has been elected a Shareholder and Director. Ted's extensive legal knowledge and background in understanding the intricacies of 401(k) plans, defined benefit pension plans, profit sharing plans, Employee Stock Ownership Plans (ESOPs), 409A nonqualified deferred compensation arrangements, and equity plans helps his clients not only design their plans, but keep those plans compliant with IRS and DOL regulations. Ted advises clients on all facets of Internal Revenue Code and ERISA compliance, prohibited transaction exemptions, and fiduciary duties, including both Internal Revenue Service and Department of Labor correction programs.



Brittney Avila has been promoted to a Principal. Brittney serves clients regarding upper level health and welfare benefit plan compliance matters, complex eligibility scenarios, and cafeteria and account based plan issues for single and multiple employer welfare arrangements. Most recently, Brittney assisted a number of clients with VEBA formation, corrective measures for inadvertent MEWAs, contract review and dispute resolution, and Department of Labor audits and interviews.

Dated: January 12, 2023

