



Anne C. Sanchez

Shareholder

Co-Chair, Employee Benefits Practice Group

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Practice Areas

Employee Benefits

Executive Compensation

Overview

Anne C. Sanchez is an employee benefits attorney with substantial experience advising clients regarding employee benefit matters focusing on health and welfare plan compliance and executive compensation matters. Her health and welfare practice focuses on advising plan sponsors on compliance with:

- Employee Retirement Income and Security Act of 1974 (ERISA)
- Internal Revenue Code of 1986 (Code)
- Health Insurance Portability and Accountability Act of 1996 (HIPAA)
- Patient Protection and Affordable Care Act of 2010 (ACA)
- COBRA
- State benefit laws
- Benefits during leaves of absence continuation during leaves of absence

Anne's executive compensation practice focuses on advising employers with respect to equity compensation, phantom equity such as RSUs and stock appreciation rights, and short and long term cash incentive compensation structures, including compliance with Code Section 409A. She advises clients regarding Internal Revenue Service and Department of Labor compliance programs, reporting requirements, fiduciary issues, and benefit plan administration issues. Anne also has substantial experience advising clients on employee benefit matters in mergers and acquisitions.

Professional and Community Affiliations

- Member, Western Pension & Benefits Conference

Education

J.D., University of San Francisco School of Law, 1994

Bar Admissions

California

Courts

U.S. District Court, Northern District of California

Publications & Press

US firms eye rising costs amid demand for specialist drugs

International Employment Lawyer

December 4, 2024

San Francisco-Based Employees: Health Care Expenditures May Be Required

SHRM

September 3, 2024

San Francisco-Based Employees? Health Care Expenditures May Be Required

Littler ASAP

August 13, 2024

Why Employers Should Care About Women's Health And Its Impact On Workplace Policies

ACC Central Florida

November 20, 2023

Federal Judge's Decision Creates Uncertain Future for ACA-Based Free Preventive Care

WorldatWork

April 12, 2023

Abortion Outlook Rapidly Changing in States

SHRM Online

July 7, 2022

Impacts of the Dobbs Decision on Employer Benefit Plans

Littler ASAP

June 24, 2022

The Language to Connect

Littler Podcast

October 13, 2021

Providing Benefits to LGBTQ+ Employees After Bostock

Littler Podcast

September 29, 2020

Lose your job and need health insurance? Here are some options

San Francisco Chronicle

June 13, 2020

Reopening Health Plan Elections Mid-Year? IRS Leaves it up to Employers

Littler ASAP

May 22, 2020

COBRA Is Temporarily Social Distancing from Its Election and Payment Deadlines

Littler ASAP

May 14, 2020

IRS allows mid-year changes to employee health plans

San Francisco Chronicle

May 13, 2020

Employee Benefit and Executive Compensation Provisions in the CARES Act

Littler ASAP

March 30, 2020

IRS Issues High Deductible Health Plan Guidance Related to COVID-19

Littler ASAP

March 13, 2020

HHS Proposed Regulations Remove Protections from the Affordable Care Act for Transgender Patients

Littler ASAP

July 11, 2019

D.C. District Court Vacates Core Elements of New Association Health Plan Regulations

Littler ASAP

April 2, 2019

ACA Still in Effect, Despite New Federal Court Ruling

Littler ASAP

December 17, 2018

Will DOL Health Plan Changes Help Or Hurt Your Franchise?

International Franchise Association

September 4, 2018

Association Health Plans: How Do You Solve a Problem Like a MEWA?

Littler ASAP

June 21, 2018

DOL Blesses ACA-Skirting Association Health Plans

Law360

June 19, 2018

IRS Resolves 2018 HSA Contribution Limit Confusion

Littler ASAP

April 27, 2018

How Attorneys Are Crafting Benefits for Millennials

Law360

April 6, 2018

Littler Adds Shareholder Anne LaWer to San Jose Office

Press Release

January 17, 2018

Events & Speaking Engagements

Transgender Healthcare Benefits and Exclusions: Is Your Benefits Plan Compliant?

June 7, 2023

Eat Those Leave of Absence Toads! A Playbook for LOA Headaches (Especially Benefits)

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Understanding the Risk, Strategy and Impact of Providing Abortion-Related Employee Benefits

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Post-Roe Considerations for Employer-Sponsored Medical Plans

Client Webinar

June 28 and June 30, 2022

Integrating Vaccines into Your Wellness Programs

October 7, 2021

California Leaves of Absence Update and Tips for Preventing Leave Related Employee Benefit Chaos

August 19, 2021

COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 14

May 7, 2021

COBRA Compliance Update: Easing the Outbreak Period Suspensions & COBRA Subsidies to the Rescue

April 1, 2021

FSA Relief and Surprise Billing Guidance Review

February 4, 2021

2020 Virtual Benefits Symposium: Addressing Issues in the New Normal

December 3, 2020

2020 Virtual Benefits Symposium: Addressing Issues in the New Normal

November 12, 2020

COVID-19 in the Workplace: Recent Developments and Compliance Challenges

September 4, 2020

New COVID-Related Changes to COBRA Deadlines and Cafeteria Plan Guidance

June 4, 2020

Benefit Issues to Watch During the Coronavirus Crisis

March 26, 2020

San Jose Breakfast Briefing Series - February Session

San Jose, CA

February 6, 2020

San Jose Breakfast Briefing Series - January Session

San Jose, CA

January 28, 2020

Executive Compensation Considerations for Emerging Companies

November 5, 2019

FMLA Update: Including Tips to Avert an FMLA/Benefits Nightmare

2019 Rocky Mountain Employer Conference, Denver, CO

October 4, 2019

Clearing Your Benefits Inbox: Tips for Handling the Benefits Tasks You've Been Avoiding

September 5, 2019

Is Your Plan Affected by the Proposed Changes to Section 1557's Nondiscrimination Rules?

July 11, 2019

Clearing Your Benefits Inbox: Tips for Handling the Benefits Tasks You've Been Avoiding

Littler Executive Employer® Conference, Phoenix, AZ

May 8, 2019

Bay Area Breakfast Briefing Series - Mountain View

January 10, 2019

HSAs and High-Deductible Health Plans: A Refresher Course

November 1, 2018

Year-End Health Plan Review

October 4, 2018

Current Developments in Health Plans: ACA Assessments and Association Health Plans

March 1, 2018