



## TIFFANY WALKER

Counsel

[tiffany.walker@haynesboone.com](mailto:tiffany.walker@haynesboone.com)

**PRACTICES:** Employee Benefits and Executive Compensation, ESOPs and Other Stock-Based Plans, Government Audits and Investigations, Health and Welfare Plans, Retirement Plans

---

### AUSTIN

600 CONGRESS AVENUE  
SUITE 1300  
AUSTIN, TX 78701  
T +1 512.867.8455  
F +1 512.867.8628

---

### EDUCATION AND CLERKSHIPS

- J.D., University of Texas School of Law, 2002
- B.A., University of Texas at Austin, 1999, with honors and Liberal Arts Honors

### ADMISSIONS

- Texas

In 2002, upon graduating from the University of Texas School of Law, Tiffany Walker joined the Employee Benefits and Executive Compensation Practice Group at Haynes and Boone. She has since gained invaluable experience in handling the complex employee benefits issues faced by Fortune 500 and other public and private companies. She enjoys assisting her clients on all benefits matters, including plan design, implementation and administration issues, benefits issues in mergers and acquisitions, participant disclosures and communications, negotiating contracts with benefit plan service providers, such as third party administrators, consultants, and investment advisors, drafting and amending health and welfare plans, pension plans, employee stock ownership plans (ESOPs), and 401(k) plans, and ensuring those plans remain in compliance with the complicated requirements imposed by the Employee Retirement Income Security Act (ERISA), the Internal Revenue Code, the Consolidated Omnibus Budget Reconciliation Act (COBRA), the Health Insurance Portability and Accountability Act (HIPAA) and the Patient Protection and Affordable Care Act (PPACA).

Tiffany has represented a number of large public companies before the Internal Revenue Service (IRS) and the Department of Labor (DOL), in connection with employee benefit plan audits, and a significant part of her practice involves assisting companies of all sizes with the correction of plan failures through the DOL's Voluntary Fiduciary Correction Program and the IRS's Employee Plans Compliance Resolution System (EPCRS). Tiffany has filed numerous voluntary correction program (VCP) applications and has assisted plan sponsors with all aspects of plan correction matters. She also assists companies with internal reviews of their benefit plans, and has deep experience in advising employers on their fiduciary responsibilities with respect to their benefit plans.

### Professional Recognition

- Selected for inclusion in *Texas Super Lawyers* – Rising Stars Edition, Thomson Reuters, 2009

### Professional and Community Activities

- Austin Bar Association
- Gulf Coast TE/GE Council
- State Bar of Texas