

Rikki A. Sapolich-Krol

Partner

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OVERVIEW

Rikki Sapolich-Krol is a partner and has a broad-based employee benefits and executive compensation practice, with experience in areas such as tax-qualified, tax-advantaged and nonqualified retirement plans, executive employment and severance arrangements, equity- and non-equity-based incentive plans, and welfare benefit plans. In particular, she focuses on structuring, implementing, administrating, and correcting benefit plans and compensation arrangements for public, private, nonprofit, and government clients. Her experience includes 401(k) plans, ESOPs, defined benefit plans, 403(b) plans, IRAs, 457 plans, 415(m) plans, and deferred compensation and other executive benefit arrangements subject to Internal Revenue Code § 409A.

Rikki also advises plan sponsors and institutional fiduciaries on the fiduciary aspects of employee benefit plans, corporate transactions involving ESOPs, pension de-risking strategies, including annuity purchases, the employee benefits aspects of mergers and acquisitions and benefit issues impacting international workforces. She has also represented clients before the Internal Revenue Service, Pension Benefit Guaranty Corporation, and Department of Labor in significant audits and investigations.

Rikki was recognized as one of 2016's “Top 50 Women Lawyers” by the National Diversity Council.

PROFESSIONAL BACKGROUND

Prior to attending law school, Rikki worked in nursing home administration. She was the inaugural candidate in an accelerated six-year program through the Pennsylvania State University Schreyer Honors College and Franklin Pierce Law Center, completing the requirements of both her bachelors of science and her juris doctorate concurrently.

ACHIEVEMENTS

- Recognized by *The Legal 500 United States* as a Recommended Lawyer for Employee Benefits, Executive Compensation and Retirement Plans: Design, 2024-2026

PROFESSIONAL / CIVIC ACTIVITIES

- National Center for Employee Ownership (NCEO)
- The ESOP Association
- Western Pension & Benefits Council

EDUCATION

- J.D., Franklin Pierce Law Center, 2007 *(magna cum laude, Managing Board/Notes and Comments Editor, IDEA: The Intellectual Property Law Review)*
- B.S., Pennsylvania State University, 2006 *(Schreyer Honors Scholar, Evan Pugh Scholar)*

ADMISSIONS

- Bar of California

THOUGHT LEADERSHIP *POWERED BY HUB*

- 3 November 2026, Guide to US Flip-Ups
- 13 October 2026, The Road to IPO: What Companies Should Do Now to Prepare for the Public Markets
- 10 November 2022 , Seven Years in the Making: The SEC Finally Adopts Final Clawback Rules
- 31 August 2020, COVID-19: Employment Issues in Health Care Mergers and Acquisitions in the Era of COVID-19
- 21 May 2020, COVID-19: PPP Forgiveness: What You Should Know About the Application and Instructions
- 9 April 2020, COVID-19: COVID-19 Considerations: Employer Sponsored Retirement Plans
- 9 April 2020, COVID-19: COVID-19 Considerations: Employer Sponsored Health and Welfare Plans
- 9 April 2020, COVID-19: COVID-19 Considerations: Compensation Topics

OTHER PUBLICATIONS

- “Hold On To Your Hats: Recent DOL Amicus Brief Reminds Employers of the Importance of Scrutinizing Top Hat Plans,” *Benefits Law Journal, Vol. 28, No. 4*, Winter 2015
- “The Very Long Arm of the PBGC: Foreign Company Held Liable to PBGC for US Sub's Pension Underfunding in PBGC v. Asahi Tec Corp.,” *Benefits Law Journal*, *Vol. 28, No. 1*, Spring 2015
- “When Less Isn't More: Illustrating the Appeal of a Moral Rights Model of Copyright Through a Study of Minimalist Art,” *47 IDEA 453*, 2007

NEWS & EVENTS

- 29 October 2026, K&L Gates Advises WilliamsMarston on Acquisition of Charted's NetSuite Services Business
- 12 October 2026, K&L Gates Advises Milliman, Inc. on US$340 Million Sale of Retirement Administration Business to Empower
- 25 August 2026, K&L Gates Advises Compass Group Equity Partners on Acquisition of Koma Precision
- 2 March 2026, K&L Gates Advises Walex Products Company on Sale to Riverarch Equity Partners
- 29 December 2025, K&L Gates Advises HBox on Strategic Growth Investment from Charlesbank Technology Opportunities Fund
- 10 November 2025, K&L Gates Advises Albemarle on Sale of a Controlling Stake in Ketjen to KPS Capital Partners
- 7 November 2025, K&L Gates Advises Carousel Capital on Recapitalization of CraneWorks
- 20 October 2025, K&L Gates Advises Commercial Bancgroup, Inc. on US$172 Million IPO
- 26 September 2025, K&L Gates Advises CDSG HoldCo on Sale of CRU Data Security Group
- 24 July 2025, K&L Gates Assists Carousel Capital on Sale of Majority Interest in Landscape Workshop to Ares Management Corporation
- 26 June 2025, K&L Gates Advises Crane Company in US$1.06 Billion Acquisition of Precision Sensors & Instrumentation
- 17 December 2024, K&L Gates Advises First Commerce Bancorp, Inc. on its Announced Acquisition of Peoples Bank of Middle Tennessee
- 17 December 2024, K&L Gates Guides Bancshares of Ripley, Inc. Through Its Merger With Security Bancshares, Inc.
- 25 July 2024, K&L Gates Advises National Arbitration & Media Holdings, LLC on Investment in Alternative Dispute Resolution Business
- 9 May 2023, K&L Gates Advises SPX Technologies on Agreement to Purchase Electrical Heating Solutions Leader
- 11 May 2022, K&L Gates Advises Silicon Motion Technology Corporation on US$3.8 Billion Cross-Border Take-Private Acquisition by MaxLinear, Inc.
- 10 January 2022, K&L Gates Advises Blue Point Capital Partners on Platform Investment in National OnDemand
- 13 December 2021, K&L Gates Advises DDW The Color House on its Sale to Givaudan
- 6 October 2021, K&L Gates Advises Sinch AB on $1.9 Billion Acquisition of Pathwire

- 21 July 2021, K&L Gates Advises Reliant Bancorp on $517 Million Merger With United Community Banks
- 29 June 2021, K&L Gates Advises Apis & Heritage Capital Partners on Creation of Innovative Legacy Fund
- 11 June 2021, K&L Gates Advises SPX Corporation on Agreement to Sell SPX Transformer Solutions to GE-Prolec Transformers
- 10 June 2021, K&L Gates Advises Spartacus Acquisition Corporation on Merger With NextNav
- 23 February 2021, K&L Gates Advises Sinch AB on $1.14 Billion Acquisition of U.S. Telecom Provider Inteliquent
- 1 December 2020, K&L Gates Advises The Goldfield Corporation on Merger with First Reserve
- 6 November 2020, K&L Gates Advises Exact Sciences Corporation on Acquisitions of Cancer Detection Companies, Common Stock Sale
- 3 November 2020, K&L Gates Advises Digital Education Curriculum Provider Discovery Education on Acquisition of Mystery Science
- 17 August 2020, K&L Gates Advises Tokyo Gas America on Two Acquisitions
- 3 September 2019, K&L Gates Advises Sealed Air Corporation on US$510 Million Acquisition of Automated Packaging Systems
- 24 July 2019, K&L Gates Advises Microsoft on US$1 Billion Equity Investment in OpenAI
- 29 April 2019, K&L Gates Cross-Platform Team Advises LG Household & Healthcare Company in Acquisition Agreement with New Avon LLC
- 17 February 2016, K&L Gates Names 50 New Partners

AREAS OF FOCUS

- Benefits and ESOPs
- Executive Compensation
- Tax

INDUSTRIES

- Life Sciences