



Rikki A. Sapolich-Krol

Partner

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OVERVIEW

Rikki Sapolich-Krol is a partner in K&L Gates' San Francisco office. She 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, administering 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.

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
- Bar of Pennsylvania (Inactive)

THOUGHT LEADERSHIP POWERED BY HUB

- 31 August 2020, COVID-19: Employment Issues in Health Care Mergers and Acquisitions in the Era of COVID-19 (*Alerts/Updates*)
- 21 May 2020, COVID-19: PPP Forgiveness: What You Should Know About the Application and Instructions (*Webinar*)
- 9 April 2020, COVID-19: COVID-19 Considerations: Employer Sponsored Retirement Plans (*Alerts/Updates*)
- 9 April 2020, COVID-19: COVID-19 Considerations: Employer Sponsored Health and Welfare Plans (*Alerts/Updates*)
- 9 April 2020, COVID-19: COVID-19 Considerations: Compensation Topics (*Alerts/Updates*)

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

- 21 July 2021, K&L Gates Advises Reliant Bancorp on \$517 Million Merger with United Community Banks (*Noteworthy Work*)
- 29 June 2021, K&L Gates Advises Apis & Heritage Capital Partners on Creation of Innovative Legacy Fund (*Noteworthy Work*)

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

AREAS OF FOCUS

- Benefits and ESOPs
- Executive Compensation
- Corporate Tax