

Douglas M. Love

Partner

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OVERVIEW

Douglas Love practices in the areas of employee benefits and ERISA, including tax-qualified and nonqualified retirement plans such as pension, profit sharing and 401(k) plans, 403(b), 457(b) and (f) plans, executive and stock-based compensation, ESOPs and welfare plans such as severance, medical and cafeteria plans. He was selected as Best Lawyers' 2015 Seattle Employee Benefits (ERISA) Law “Lawyer of the Year”.

ACHIEVEMENTS

- Recognized by *The Best Lawyers in America*® for Employee Benefits (ERISA) Law, 2007-2027
- Selected as *Best Lawyers*' Seattle Employee Benefits (ERISA) Law “Lawyer of the Year,” 2015

PROFESSIONAL / CIVIC ACTIVITIES

- Western Pension & Benefits Council
- Council President, Bethany Lutheran Church, Bainbridge Island

SPEAKING ENGAGEMENTS

- Panel Speaker, “Trials and Tribulations of Plan Conversions,” ASPPA Benefits Council, Great Northwest, Quarterly Update, 26 September 2018, Seattle
- Presenter, “Trump Administration Legal Effects on Employee Benefit Plans,” Cement Employers Association Annual Meeting, 19 September 2017, Las Vegas
- Presenter, “Litigation Merry-Go-Round," Along with Ron Kravitz of Shepherd, Finkelman, Miller, Shah, LLP, Western Benefits Conference,10 July 2017, Anaheim
- Presenter, “Case Law Update: ERISA and Employee Benefit Plans,” Cement Employers Association Annual Meeting, 27 September 2016, Orlando

- Presenter, “Legal Update: Review of Recent Federal Court Decisions Involving Employee Benefit Plans and ERISA,” Western Pension & Benefits Council Chapter Meeting, 16 February 2016, Seattle
- Presenter, “409A and Select Benefits Issues for Employment Lawyers,” 16th Annual Labor and Employment Law Program providing continuing education for lawyers and HR professionals, The Seminar Group, 15-16 August 2013, Seattle
- Presenter, “The Devil is in the Details: QDROs Dividing Retirement Benefits under ERISA,” 18 March, 2011 at American Academy of Matrimonial Lawyers Continuing Legal Education seminar
- “Investment Policies, Performance Monitoring & Market Turmoil,” Spring Seminar, Western Pension & Benefits Conference, with Marlow Kee, Valentina Zackrone, and Mary Ellen Mullen, 2009
- Co-Presenter, “The Final 409A Regulations: How Will They Impact Your Company?” With Robert Starin, Western Pension & Benefits Conference, 22 January 2008
- Presenter, “Documenting the Business Acquisition Transaction,” On the employee benefits aspects of business transactions, Washington State Continuing Legal Education Seminar, 26 April 2006 and 23 September 2008
- Co-Presenter, “Deferred Compensation under Internal Revenue Code Section 409A,” With Robert Starin, Breakfast Briefings for Employers, 4 May 2005 and 22 June 2007
- “Employers as Retirement Plan Fiduciaries, Post-ENRON,” Spring Seminar, Western Pension & Benefits Conference, 2003
- “Key Issues in Drafting and Enforcing Executive Employment Agreements,” Spring Seminar, Western Pension & Benefits Conference, 2002
- “Severance Plans - Employers May Have Less Discretion Than They Think,” Northwest Employee Benefits Conference, Washington State Bar Association, 1996

EDUCATION

- J.D., University of Washington School of Law, 1988 *with honors, Moot Court Honor Board*
- M.B.A., University of Washington, 1988 *W. Hunter Simpson Merit Scholarship*
- B.A., Pacific Lutheran University, 1983 *cum laude, History*

ADMISSIONS

- Bar of Washington

THOUGHT LEADERSHIP *POWERED BY HUB*

- 7 August 2018, Final Rule Changes to the Edges of U.S. Health Insurance Markets

NEWS & EVENTS

- 21 November 2025 , K&L Gates Represents Bluestone Bank on Strategic Partnership With Mutual Bancorp
- 18 August 2022, More Than 350 K&L Gates Lawyers Named Among 2023 Best Lawyers in America, Ones to Watch
- 25 January 2022, K&L Gates Advises Soho Square Capital LLP on Investment and Partnership With Oliver James
- 19 August 2021, Nearly 300 K&L Gates Lawyers Named Among 2022 Best Lawyers in America, Ones to Watch

AREAS OF FOCUS

- Benefits and ESOPs
- ERISA
- Executive Compensation
- Healthcare and FDA
- Nonprofit Organizations

INDUSTRIES

- Healthcare