

# Snell & Wilmer

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## **Amberlee (Conley) Lapointe**

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### **Main Bio**

Amberlee Lapointe's practice is focused on employee benefits, including employer compliance with the requirements of the Employee Retirement Income Security Act ("ERISA") and the Internal Revenue Code. Her experience includes assisting with the documentation and administration of qualified retirement plans, health and welfare plans, and executive compensation plans; the correction of plan and plan fiduciary failures under correction programs offered by the Department of Labor and Internal Revenue Service; and the benefits-related due diligence matters in corporate transactions.

Amberlee is additionally a contributor to Snell & Wilmer's [SW Benefits Blog](#), which frequently posts about current employee benefits and executive compensation topics and issues.

### **Representative Experience**

- Assisted large and small employers with the determination of whether domestic relations orders for defined benefit plans and defined contribution plans satisfy the qualification requirements of the Internal Revenue Code
- Assisted plan fiduciaries with the review and revision of investment manager, advising, and consulting agreements related to the assets of qualified retirement plans sponsored by private and publicly-traded companies
- Advised on administrative rules governing a Qualified Tuition Program under Section 529 of the Internal Revenue Code
- Assisted with advising private companies, including buyers and sellers, with employee benefits issues in mergers and acquisitions
- Assisted with advising clients on health and welfare plan compliance with COVID-19 legislation and agency guidance, including compliance with the required coverage of COVID-19 tests and vaccines, compliance with extended COBRA, special enrollment, and claims and appeals deadlines, and compliance with optional cafeteria plan design changes
- Assisted plan fiduciaries with the review and revision of investment advisor agreements related to the assets of qualified retirement plans sponsored by private and publicly-traded companies

### **Education**

- University of Iowa College of Law (J.D. with distinction)
  - College of Law Merit Scholarship

- Boyd Service Award, High Honors
- Faculty Award in Contracts
- Faculty Award in Criminal Procedure: Investigation
- Iowa Law Review, Student Writer and Contributing Editor
- Equal Justice Foundation, Bookstore Chairman
- Pro Bono Society
- University of Arizona (B.A., *magna cum laude*)

## Professional Memberships & Activities

- Western Pension and Benefits Council
  - Member, (2019-Present)
  - Spring Conference Committee Member (2022)

## Representative Presentations & Publications

- "Employee Benefits Unveiled: Crucial Compliance Nuggets You Didn't Know You Needed," Co-Presenter, Western Pension and Benefits Council 2024 Spring Conference (April 11, 2024)
- "Required Minimum Distributions and Other Key Provisions" Presenter, Snell & Wilmer Virtual CLE Series (June 13, 2023)
- "[COVID-19 Comes to an End\(emic\): Preparing Group Health Plans for Anticipated End of COVID-19 Emergencies](#)," Author, SW Benefits Blog (March 2, 2023)
- "[CalSavers Program Expanding for Small Employers](#)," Author, S&W Benefits Blog (September 29, 2022)
- "Impact of the Dobbs Decision: An Employee Benefits and Labor & Employment Perspective," Co-Presenter, Western Pension & Benefits Council (Sept. 22, 2022)
- "The Dobbs Decision: Employee Benefits and Labor and Employment Perspective," Co-Presenter, The Dobbs Ruling: Understanding the Legal Implications in an Evolving Business Environment Webinar (July 27, 2022)
- "[Rethinking Reproductive Healthcare Benefits After Roe: Three Initial Benefits Questions for Employers to Consider](#)," Co-Author, SW Benefits Blog (July 1, 2022)
- "First Came the ACA, Then Came the CAA," Presenter, Snell & Wilmer Virtual CLE Series (June 23, 2022)
- "[2021 End of Year Plan Sponsor "To Do" List \(Part 4\) Executive Compensation](#)," Co-Author, SW Benefits Update (December 17, 2021)
- "[2021 End of Year Plan Sponsor "To Do" List \(Part 3\) Qualified Retirement Plans](#)," Co-Author, SW Benefits Update (December 6, 2021)
- "[2021 End of Year Plan Sponsor "To Do" List \(Part 2\) Annual Cost of Living Adjustments](#)," Co-Author, SW Benefits Update (November 16, 2021)
- "[2021 End of Year Plan Sponsor "To Do" List \(Part 1\) Health and Welfare](#)," Co-Author, SW Benefits Update (November 8, 2021)
- "[Departments Clarify that HIV PrEP Services Must Be Free by September 17](#)," Author, SW Benefits Update (August 19, 2021)

- "[Subsidized COBRA Elections under ARPA Override COBRA Election Deadline Extensions](#)," Author, SW Benefits Blog (June 11, 2021)
- "[COVID-19 Relief Package Hands 30 Years of Relief to Underfunded Multiemployer Plans](#)," Co-Author, Snell & Wilmer Under Construction Newsletter (April 19, 2021)
- "[COVID-19 Relief Package Hands 30 Years of Relief to Underfunded Multiemployer Plans](#)," Co-Author, Snell & Wilmer Legal Alert (March 18, 2021)
- "[Get Ready, Get Set, to Cover COVID-19 Vaccines for Free](#)," Author, SW Benefits Blog (January 7, 2021)
- "[Is Your Safe Harbor Section 401\(k\) Plan Required to Provide an Annual Notice?](#)" Author, SW Benefits Blog (November 16, 2020)
- "[Free COVID-19 Testing Extended for Another 90 Days](#)," Co-Author, SW Benefits Update (July 28, 2020)
- "[Help for Employees Can Equal Headaches for Employers: Agencies Issue More Health and Welfare Relief for COVID-19](#)," Co-Author, SW Benefits Update (May 29, 2020)
- "[Asked and Answered: Agencies Issue FAQ's on COVID-19 Requirements for Group Health Plans](#)," Co-Author, SW Benefits Update (May 7, 2020)
- "[CARES Act Loans With an Executive Compensation Catch](#)," Co-Author, SW Benefits Update (April 14, 2020)
- "[Tax-Favorable COVID-19 Pandemic Relief for Employees and Employers Covered by Section 139 Programs](#)," Co-Author, SW Benefits Update (March 26, 2020)

## Professional Recognition & Awards

- Southwest Super Lawyers®, Rising Stars Edition, Employee Benefits (2024)
- The Best Lawyers in America®, Employee Benefits (ERISA) Law (2024)

## Community Involvement

- Volunteer Income Tax Assistance Program, Volunteer Income Tax Preparer (2020-Present)
- Arizona Foundation for Women, Board Member (2022-Present)

## Previous Professional Experience

- Snell & Wilmer L.L.P., Summer Associate (2018)
- University of Iowa College of Law, Research Assistant to Dean Adrien K. Wing (2017-2019)
- Arizona Attorney General, Antitrust Unit, ABA Janet D. Steiger Fellow (2017)
- Pima County Legal Defender's Office, Intern (2015)

## Bar Admissions

- Arizona

## Court Admissions

- Supreme Court of Arizona

## Client News

- Snell & Wilmer Advises Specialty Mechanical Contracting Company A.O. Reed & Co. in Acquisition to Legence
- Snell & Wilmer Advises Federal Software Provider Integrated Data Services in Its Sale to Private Equity Firm Arlington Capital Partners