



Joanna Kerpen

Partner

Washington, DC
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Joanna has extensive experience advising clients on health and welfare plan compliance with ERISA, the Internal Revenue Code, HIPAA, and the ACA. In addition, she monitors 401(k) plans and pension plans on a day-to-day basis for compliance with the Internal Revenue Code, ERISA, and other relevant laws and regulations, and has experience bringing executive compensation plans into compliance with Section 409A of the Internal Revenue Code.

Joanna focuses her practice on employee benefits tax and Employee Retirement Income Security Act (ERISA) matters related to 401(k), pension, health and welfare, and executive compensation plans, including designing, amending, and administering such plans. She has extensive experience with the Patient Protection and Affordable Care Act, the Health Insurance Portability and Accountability Act, and various other federal and state laws relevant to health and welfare plans.

Joanna has represented clients before the Department of Labor and Internal Revenue Service. She has assisted clients with voluntary correction filings under the Employee Plans Compliance Resolution System and applications for determination letters on plan termination and tax-qualification.

Recent Experience

Winston Represented Revelstoke Capital Partners in Acquisition of NKMD MGMT, LLC

Winston Represented Whitsons Culinary Group in its Acquisition of Fresh Picks Café

Recognitions

- *The Best Lawyers in America*®—Recognized for Employee Benefits (ERISA) Law (2023–2025)
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Credentials

EDUCATION

Joanna received her B.S. in Accounting and Art History from Boston College in 2000. She received her J.D. from Loyola University of Chicago School of Law in 2005 where she was the executive editor of student articles and a published author in the *Loyola Law Journal*. Joanna also received her LL.M., with distinction, from Georgetown University Law Center in 2006.

ADMISSIONS

- District of Columbia
- Illinois

Related Insights & News

BLOG

Department of Labor Increases Civil Penalties for Noncompliance

MARCH 19, 2025

BLOG

Tobacco Surcharge Lawsuits Test Employee Wellness Programs

JANUARY 30, 2025

BLOG

New Changes to Health Plan Compliance in 2025

JANUARY 8, 2025

BLOG

Departments Release Final Mental Health Parity Rule

RECOGNITIONS

Winston Attorneys Recognized in *The Best Lawyers in America*® 2025

AUGUST 15, 2024

BLOG

Recent Developments Highlight the Need for Fiduciary Attention to Health Plan Fees

FEBRUARY 13, 2024

RECOGNITIONS

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AUGUST 17, 2023

BLOG

Employee Benefit Plan Health and Welfare Updates

APRIL 3, 2023

BLOG

COVID-19 Federal Emergency Declarations Ending in May 2023: The Impact on Private Health Plans

FEBRUARY 2, 2023

BLOG

Looming Deadline for Pharmacy Reporting

JANUARY 13, 2023

RECOGNITIONS

Winston & Strawn Attorneys Recognized in *The Best Lawyers in America*® 2023

AUGUST 18, 2022

BLOG

Roe v. Wade Overturned: Implications for Plan Sponsors

JUNE 27, 2022

Capabilities

Labor & Employment

Employee Benefits & Executive Compensation

Qualified Retirement Plans

Restructuring & Insolvency

Executive Compensation Plans & Agreements

Health Care