



## Anne Becker

Partner

Chicago  
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**Anne advises clients regarding a variety of employee benefits matters. She focuses her practice primarily on the design and administration of pension plans (including cash balance and pension equity plans), 401(k) and profit sharing plans, and nonqualified deferred compensation arrangements (including supplemental executive retirement plans).**

Anne counsels privately and publicly held corporations in connection with employee benefits design and transition matters arising from corporate mergers, acquisitions, and divestitures. She also advises clients regarding fiduciary and plan investment issues under the Employee Retirement Income Security Act of 1974, including matters related to the holding of employer stock under 401(k) plans and employee stock ownership plans.

Anne routinely represents clients in negotiations before the Internal Revenue Service (IRS), U.S. Department of Labor, and Pension Benefit Guaranty Corporation, including various applications to the IRS to maintain the tax-qualified status of retirement plans.

Prior to joining private practice, Anne served as a law clerk to the Honorable Sarah Evans Barker of the U.S. District Court for the Southern District of Indiana.

# Key Matters

*Some of the experience represented below may have been handled at a previous firm.*

- Advised an insurance company on the redesign of its qualified and non-qualified retirement benefit platforms. She worked directly with the CEO and the chairman of the Compensation Committee of the Board of Directors to create and present a range of options to the Board and implement the final choice.
- For a major durable goods manufacturer involved in sensitive negotiations with the IRS over its non-traditional pension equity plan, Anne led compliance with complex new hybrid plan regulations while working with the IRS to secure adequate time to implement the agreed upon solutions.
- Routinely advises fiduciary committees through the review and resolution of high stakes benefit claims.

## Recognitions

- Listed in *The Best Lawyers in America* for Employee Benefits Law (2022–2024)
  - Recognized as a “Key Lawyer” in *The Legal 500 U.S.* for Employee Benefits, Executive Compensation and Retirement Plans (2021–2023)
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## Activities

- Executives’ Club of Chicago Leadership Circle
  - Illinois Committee of the Pension Action Center Advisory Board
  - Chicago Cares Serve-a-Thon
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## Credentials

### EDUCATION

Anne received her B.A., *summa cum laude*, in Economics and French from DePauw University in 1999, where she became a member of the Phi Beta Kappa academic honor society in 1998. She received her J.D., *cum laude*, from University of Michigan Law School in 2002, where she served as a note editor for the *University of Michigan Journal of Law Reform*.

### ADMISSIONS

- Illinois

### CLERKSHIPS

- USDC - Southern District of IN for the Honorable Sarah Evans Barker

## Related Insights & News

Anne’s recent speaking engagements, publications, and media commentary include the following:

- Winston & Strawn Employee Benefits and Executive Compensation & Labor and Employment Webinar, “Retirement Plans Outlook and Implications for 2022,” September 28, 2021
  - Speaker, “Plan Governance Best Practices”, Plan Sponsor Council of America, July 13, 2021
  - Speaker, “Considerations for Pension Plan De-Risking Strategies,” UBS, September 17, 2020
  - [“Put Retirement Plans on the Year-End Checklist,”](#) American Society of Pension Professionals & Actuaries, July 27, 2020
  - Speaker, “Year-End Checklist: COVID-19 issues and Preparing for 2021,” Plan Sponsor Council of America, July 22, 2020
  - Winston & Strawn Employee Benefits and Executive Compensation & Labor and Employment Webinar, “HR and Employee Benefits: Recent Developments and 2019 Trends,” November 28, 2018
  - “On Guard: Increased Litigation Leads Plan Sponsors to Take a Defensive Stance in Monitoring and Evaluating Fees,” *PLANSPONSOR*, February 2017
  - Panelist, “Lessons Learned from Litigation,” at the Best of PSNC PLANSPONSOR National Conference in Chicago, November 20, 2016
  - “The Truth About Your Annual Pension Funding Notice,” *Forbes*, May 14, 2014
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## **BLOG**

The U.S. Department of Labor Finalizes its Most Recent Definition of an Investment Advice Fiduciary

APRIL 29, 2024

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## **WEBINAR**

SECURE 2.0 Planning for Large Employers

NOVEMBER 8, 2023

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## **RECOGNITIONS**

Winston Attorneys Recognized in *The Best Lawyers in America*® 2024

AUGUST 17, 2023

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## **RECOGNITIONS**

Winston & Strawn Recognized in *The Legal 500 U.S.* 2023

JUNE 7, 2023

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## **BLOG**

Benefits Bulletin: Retirement Plans – October 2022

OCTOBER 27, 2022

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## **RECOGNITIONS**

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

AUGUST 18, 2022

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## RECOGNITIONS

Winston & Strawn Recognized in *The Legal 500 U.S.* 2022

JUNE 8, 2022

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## BLOG

Benefits Bulletin: Retirement Plans/Executive Compensation – January 2022

JANUARY 27, 2022

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## WEBINAR

Retirement Plans Outlook and Implications for 2022

SEPTEMBER 28, 2021

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## RECOGNITIONS

Winston & Strawn Attorneys Recognized in *The Best Lawyers in America*® 2022

AUGUST 19, 2021

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## RECOGNITIONS

Winston & Strawn Recognized in *The Legal 500 U.S.* 2021

JUNE 10, 2021

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## BLOG

Employee Benefit Plan Contracting: New Cybersecurity Guidance

APRIL 20, 2021

# Capabilities

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Labor & Employment

Qualified Retirement Plans

Employee Benefits & Executive Compensation

Executive Compensation Plans & Agreements

Financial Services