



Mayoung Nham

Principal

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Mayoung Nham has been working with defined benefit and defined contribution pension plans, health and welfare plans, and training plans since graduating law school in 2007. Her experience includes advising clients on all aspects of employee benefits law, including the Employee Retirement Income Security Act, the Internal Revenue Code, the Affordable Care Act, the Consolidated Omnibus Budget Reconciliation Act, and the Health Insurance Portability and Accountability Act.

Ms. Nham advises multiemployer pension and health and welfare funds, as well as single employer and public employee benefit plans. She counsels clients on issues including regulatory compliance, tax qualification, plan design, fiduciary duties, plan administration, and investment issues. She has broad experience in drafting plan documents and participant disclosures and negotiating service provider contracts on behalf of pension plans and health and welfare plans. Her practice also involves representation of employee benefit plans in matters before the Internal Revenue Service and the Department of Labor, and she has represented clients in litigation and arbitration matters.

Ms. Nham was a member of the Advisory Council on Employee Welfare and Pension Benefit Plans at the U.S. Department of Labor from 2023 through 2025, and was appointed as the Chair of the Advisory Council for 2024 and 2025. She is a member of the Board of Directors for the AFL-CIO Union Lawyers Alliance. Ms. Nham is actively involved with the American Bar Association's Employee Benefits Committee and has published several articles in the ABA Employee Benefits Committee Newsletter. She is also a senior chapter editor of the ABA Section of Labor and Employment Law's treatise, *Employee Benefits Law* and is a frequent speaker on employee benefit issues.

Ms. Nham received her law degree from the George Washington University School of Law in 2007 and a Bachelor's of Arts in Public Policy Studies and French Studies from Duke University in 2004. Ms. Nham is licensed to practice law in the District of Columbia and the Commonwealth of Virginia.