

Karen D. Martinez

Counsel

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Services

Business Transactions

Employee Benefits

Health & Welfare Plan Design &
Administration

Retirement Plan Design &
Administration

Karen Martinez focuses on the design and compliance issues of health and welfare benefit plans. Ms. Martinez advises employers with respect to the Affordable Care Act, COBRA, HIPAA, MHPAEA, privacy, tax, and ERISA issues with respect to group health plans as well as severance, cafeteria plans, disability, and other welfare plans. Ms. Martinez also negotiates service agreements, prepares plan documents, SPDs and employee communications, and advises employers on welfare benefit issues with respect to mergers and acquisitions. She is AV® rated by Martindale-Hubbell.*

Experience

Advise employers with respect to penalties proposed by the IRS under the Affordable Care Act.

Assisted a large employer in terminating its retiree medical program and preparing the required documentation and communications.

Consolidated the welfare programs maintained by a large employer to ensure consistency and compliance among its various subsidiaries.

Provide counsel to a large employer on day-to-day compliance and design issues that arise with respect to its broad welfare plan programs.

Education

New York University School of Law J.D. (1989)

Dartmouth College A.B. (1986)



cum laude

Admissions

Georgia (1992)

Insights

[Alerts](#)

2018 Benefit Limits

October 19, 2017

[Alerts](#)

IRS Provides Guidance for the Post-Determination Letter Era

October 19, 2016

[Alerts](#)

2016 Benefit Limits

January 4, 2016

[In The News](#)

Kilpatrick Townsend's Media Report October 23-29, 2015

October 30, 2015

[Alerts](#)

Obergefell Simplifies Benefit Plan Administration

July 1, 2015

[Alerts](#)

2015 Benefit Limits

January 6, 2015