



Anne E. O'Donovan

Employee Benefits & Executive Compensation

Senior Counsel

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Anne counsels clients in all aspects of employee benefits, executive compensation and fiduciary compliance. Anne works with employers in the establishment, operation and maintenance of tax-qualified retirement plans, including 401(k), profit sharing, money purchase, defined benefit, cash balance and employee stock ownership plans, as well as 403(b) and 457 retirement plans for tax-exempt and governmental entities. A substantial portion of her practice is devoted to counseling clients with respect to health and welfare plans, drafting plan documents and HIPAA, COBRA and ACA compliance. Anne represents executives and employers in the negotiation and drafting of executive compensation arrangements and nonqualified deferred compensation plans. Anne has significant experience in mergers and acquisitions and performing due diligence with respect to employee benefits matters. Her practice includes the preparation and review of qualified domestic relations orders for divorcing couples. Anne has extensive experience resolving Internal Revenue Code and ERISA compliance issues with the Internal Revenue Service and Department of Labor. Anne regularly works with many of the banks, investments managers, stockbrokers, actuaries, third-party administrators, insurance companies and insurance brokers active in Northern New England, as well as assisting other attorneys with their clients' employee benefit needs. Although most of Anne's clients have been located in Maine and New England, Anne also has clients located in Pennsylvania, Maryland, Florida and California.

Prior to joining Eaton Peabody, Anne maintained her employee benefits practice as part of the boutique employee benefits law firm of Wakelin, Hallock & O'Donovan, LLP for 24 years.

Anne and her husband have two daughters and live in Cumberland. When not in Maine enjoying all that the four seasons have to offer, they can be found traveling. On their quest to visit all 50 states as a family, they have currently explored 49. Anne is an active volunteer with the Girl Scouts of America and is on the board of two high school athletic booster programs.

Bar Admissions

State of Maine
U. S. District Court, District of Maine

Education

Villanova University, B.A., 1988 cum laude
University of Maine School of Law, J.D. 1991 cum laude

Memberships & Affiliations

Maine Bar Association
Cumberland Bar Association
Maine Employee Benefits Council, Past President
University of Maine School of Law Alumni Association, Past Treasurer and Board Member

Honors

Listed in the Best Lawyers in America for Employee Benefits Law