

# Tiffany N. Santos

## DIRECTOR



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### EDUCATION

**J. D., 1999**

University of San Francisco School of Law

**B. A., 1996**

University of California at Berkeley

### PROFESSIONAL CAREER

**2000 – Present**

Director (Associate prior to 2007)

Trucker Huss

San Francisco, California

### PROFESSIONAL LICENSES AND AFFILIATIONS

Member, The State Bar of California

Member, American Bar Association

ABA Joint Committee on Employee Benefits  
(2009 - present); Chair current; CLE Subcommittee  
(Member 2010 - 2015; Chair 2015-2016) and Marketing  
Committee (Chair 2013 -2014; 2016 - 2020)

ABA Health Law Section – Member, EMI Planning  
Committee and Health and Wellbeing Committee; Past  
Chair and Vice Chair, Diversity Committee (2014 - 2019);  
Past Chair and Vice Chair, Employee Benefits &  
Executive Compensation Interest Group (2010 - 2014)

ABA Labor and Employment Law Section, Employee  
Benefits Committee, Co-Chair of Senior Board of  
Editors, current; Subcommittee Co-Chair, Chapter  
Co-Editor (2007 - 2019) and Contributing Author  
(2001 - 2006) to Employee Benefits Law, Second  
and Third Editions, published by Bloomberg BNA  
Vice Chair and Board Member – Advancing Justice –  
Asian Law Caucus

Member, International Foundation of Employee  
Benefit Plans

Member, Western Pension & Benefits Council

Member, Bar Association of San Francisco

Member, Asian American Bar Association

Member, Filipino Bar Association of Northern California

Fellow, American College of Employee  
Benefits Counsel

Ms. Santos counsels employers and multiemployer trusts on all aspects of their employee benefit plans, including health and welfare plans, Section 125 cafeteria plans, and qualified retirement plans.

She assists clients with compliance matters; administrative and plan design issues; plan, SPD and amendment drafting; IRS submissions; IRS and DOL investigations; and the review and negotiation of service provider agreements, including investment manager agreements. Tiffany frequently makes presentations on health plan matters, including health care reform (Patient Protection and Affordable Care Act of 2010), HIPAA, COBRA, and cafeteria plans, and on investment-related matters, including ERISA's impact on alternative investments.

Tiffany has been listed as a Northern California "Super Lawyer" in the area of employee benefits law since 2018. Tiffany has also been selected by her peers for inclusion in Best Lawyers® in America in 2021 in the practice area of Employee Benefits (ERISA) Law.

### ABOUT TRUCKER HUSS

With more than 25 attorneys practicing solely in employee benefits law, Trucker Huss is one of the largest employee benefits specialty law firms in the country. Our in-depth knowledge and breadth of experience on all issues confronting employee benefit plans, and their sponsors, fiduciaries and service providers, translate into real-world, practical solutions for our clients.

