

NICHOLAS L. SAAKVITNE

A LAW CORPORATION

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COMPANY PROFILE

NICHOLAS L. SAAKVITNE is a pension attorney and professional ERISA fiduciary in Santa Monica, California. Nick's Law Degree is from New York University School of Law (J.D., 1976); he also has a Masters in Taxation from New York University School of Law (L.L.M., 1977), and he has more than 30 years experience in the employee benefits field. He has held Martindale-Hubbell's highest attorney rating (AV) since 1985*. Nick is a Fellow in the American College of Employee Benefits Counsel. For many years Nick assisted companies establish and operate tax-qualified retirement plans in conformity with all the requirements of pension law. He has worked continuously with corporate plan sponsors and with administration firms and other pension professionals on plan design and operation issues; he has handled many audits as well as voluntary settlement agreements to resolve plan qualification problems and compliance issues with the [Internal Revenue Service](#) and the [U.S. Department of Labor](#).

As a transition from his pension practice, Nick began serving as an ERISA fiduciary more than 15 years ago, and substantially all of his practice currently is as a plan fiduciary. He is frequently appointed Plan Trustee and Plan Administrator both in problem situations and for ongoing plans, to marshal plan assets and to effectuate plan terminations or other plan transactions. Nick's particular expertises include ESOPs and orphan Retirement Plans. [Plan assets requiring special handling sometimes include employer stock, trust deeds and promissory notes, limited partnership interests, real estate, receivables from plan sponsors, and claims against former fiduciaries]. Participant communications comprise a substantial portion of the firm's fiduciary work, and Nick and all firm staff prioritize participant calls (and e-mails) very highly.

* Martindale-Hubbell is the facilitator of a peer review process that rates lawyers. Ratings reflect the confidential opinions of members of the Bar and the Judiciary. MARTINDALE-HUBBELL ratings fall into two categories - legal ability and general ethical standards. Legal Ability Ratings are: A Very High to Preeminent, B High to Very High and C Good to High. There is one general ethical standard rating "V" or "very high" - and an attorney must receive it in order to be rated.

STEVEN E. ROSEBAUGH, as the firm's Finance and Legal Administrator, manages and coordinates the daily operational components of the firm. He also handles participant inquiries and coordinates administrative reports and mailings to plan participants. He time-manages the accounting, financial, client services, and general firm administrative functions to consistently maintain the firm's high quality of servicing client needs. Mr. Rosebaugh has a Bachelor's Degree in Business Administration and a Masters in Finance. He has been a business and managerial professional for the past 40 years.

SHARON L. HERITAGE has recently joined the firm as Benefits Coordinator. Sharon has two Master's degrees and has worked as a speech-language pathologist for the last several years. She has many fond memories of her work with children and their families, but welcomes this career change. She's finding much gratification in attending to numeric details and the needs of participants.

The firm has many professional contacts in the legal, pension administration, actuarial, valuation, investment and accounting professions, which it draws on as necessary to meet client needs.