



Lisa A. Tavares

Partner

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Lisa Tavares, co-chair of Venable's Business Division, advises clients on Employee Retirement Income Security Act (ERISA) and tax requirements applicable to retirement plans and non-qualified arrangements, health and welfare benefits, and fringe benefit arrangements. Lisa represents governmental employers on Internal Revenue Code (IRC) and other benefit plan issues related to governmental plans. She regularly assists with government correction programs, such as the Employee Plans Compliance Resolution System (EPCRS), the Department of Labor (DOL) Voluntary Compliance Program (VCP), and the Voluntary Closing Agreement Program. Lisa also navigates issues related to mergers and acquisitions, including due diligence, plan mergers, terminations, transition planning, and employee relations.

Lisa is experienced in negotiating service provider contracts and governance issues. She also has extensive regulatory experience in representing clients on compliance issues with the Treasury Department, Internal Revenue Service (IRS), Department of Labor (DOL), and the Pension Benefit Guaranty Corporation (PBGC). She has been involved in numerous IRS and DOL audits at all levels.

Lisa joined Venable after five years as an attorney with the IRS Office of Chief Counsel, National Office, where she concentrated on qualified plan issues under examination and in litigation. Her responsibilities included advising the IRS Tax Exempt and Government Entities Division, IRS appeals officers, and IRS agents. She worked extensively on litigation regarding plan disqualification, partial termination, prohibited transactions, and worker classification issues. Lisa also has a background as an underwriter for directors and officers liability and ERISA fiduciary liability insurance.

Lisa a former chair of the Subcommittee on Self-Correction, Determination Letters and Other Administrative Practices of the ABA Tax Section, Employee Benefits Committee, in which she interfaced directly with IRS and DOL officials on issues related to retirement plan administration, regulatory compliance, and government enforcement initiatives.

Experience

Government Experience

- Senior Attorney, Internal Revenue Service, Office of Chief Counsel

Insights

Thought Leadership

[Moments and Movements Speaker Series: Voting Rights and Social Equity Post 2020](#)

December 18, 2020

[The African American Quest for Full Citizenship: A Personal Perspective](#)

November 11, 2020

[2021 Dollar Limits on Compensation and Benefits](#)

October 28, 2020

Events

[Employee Benefits and the Consolidated Appropriations Act: What Employers and Benefits Professionals Need to Know About the New Law](#)

Thursday, January 14, 2021

[Important Developments for Retirement Plan Sponsors and Administrators](#)

September 22, 2020

[Employee Benefits in the Time of COVID-19: New Guidance and Challenges for Employers](#)

Thursday, May 14, 2020

Recent News

[Venable LLP Represents the Association for Materials Protection and Performance in Its Formation and Merger](#)

January 13, 2021

[PlanSponsor Quotes Lisa Tavares on Terminating a Defined Contribution Plan](#)

November 30, 2020

[PlanSponsor Quotes Lisa Tavares on Weaving Part-Time Employee Inclusion into Retirement Plan Processes](#)

October 09, 2020

Credentials

Education

- LL.M., Taxation, Georgetown University Law Center, 2002
 - Certificate in Employee Benefits, Georgetown University Law Center
- J.D., Boston College Law School, 1995
- B.A., *cum laude*, Spelman College, 1990

Bar Admissions

- District of Columbia
- Massachusetts 2009

Court Admissions

- U.S. Tax Court

Professional Memberships and Activities

- Fellow, American College of Employee Benefits Counsel
- Member, American Bar Association, Tax Section, Employee Benefits Committee, and Subcommittee on Self-Correction, Determination Letters and Other Administrative Practices, immediate past chair, 2013-2014; chair, 2010-2013; vice-chair, 2004 - 2009
- Member, ABA Labor and Employment Section, Employee Benefits Committee
- Member, Internal Revenue Service, Mid-Atlantic Pension Liaison Group
- Member, American Benefits Council, Retirement Income Task Force
- Member, ERISA Network
- Member, National Employment Law Council
- Member, National Bar Association, Greater Washington Area Chapter

Recognition

- ***The Best Lawyers in America***, 2019 – 2021
- ***Lawyers of Color, Nation's Best***, 2019
- ***The Best Lawyers Business Edition, Women in Law***, Employee Benefits (ERISA) Law, 2019
- ***Savoy, Most Influential Black Lawyers***, 2018
- ***Super Lawyers***
 - Washington, DC, 2013 – 2016, 2018 – 2019
 - Employee Benefits/ERISA, Washington, DC, 2013
- ***Legal 500***, Employee Benefits and Executive Compensation, 2013, 2018
- ***Chambers USA***
 - Employee Benefits and Executive Compensation, Washington, DC, 2020
 - *Up and Coming*, Employee Benefits and Executive Compensation, Washington, DC, 2015

Related Practices

[Employee Benefits and Executive Compensation](#)

[ERISA / Employee Benefits Class Action](#)

[Defense](#)

[Tax](#)

[Business Transactions Tax](#)

[Tax Controversies and Litigation](#)

[Tax Policy](#)

[Government Contracts](#)

[Tax-Exempt Organizations](#)