



Joy M. Napier-Joyce

Principal
Baltimore
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Practices

Employee Benefits

Industries

Healthcare
Life Sciences
Media

Education

Boston University School of
Law
J.D., 1997
cum laude

Franklin and Marshall
College
B.A., 1994

Admitted to Practice

- Massachusetts - D.
Mass., 1997
- Maryland, 1999
- Massachusetts (inactive),
1997

Social Media

LinkedIn

Joy M. Napier-Joyce is a principal in the Baltimore, Maryland, office of Jackson Lewis P.C. She also leads the firm's Employee Benefits practice group.

Joy counsels clients in a broad range of benefit matters, including general compliance and administration of qualified retirement plans under ERISA and the Internal Revenue Code. She also assists clients with welfare plan issues involving cafeteria plans, health plans, flexible spending accounts, group insurance products, COBRA and HIPAA. Joy has a particular focus on assisting employers with the various compliance requirements associated with federal health care reform, and has been a frequent speaker on the topic. Her practice also includes advice on non-qualified deferred compensation arrangements and other executive compensation matters, including issues related to compliance with Section 409A of the Internal Revenue Code.

Joy represents clients in dealings with the Internal Revenue Service and the Department of Labor, including EPCRS applications, private letter rulings, determination letter applications and plan audits. She negotiates with outside benefits providers, including prototype plan sponsors, third party administrators, insurers, actuaries and auditors and assists clients with benefits issues arising in corporate mergers and acquisitions. She also counsels both public and private clients on a wide array of tax and securities law issues in relation to equity-based arrangements.

During law school, Joy was the book review and topics editor for the *Boston University Law Review*.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Benefits (ERISA) Law" (2012-present)
- Chambers USA, "Employment Benefits and Executive Compensation" (2020)
- *Legal 500 USA*, "Recommended Attorney" (2020)
- *Maryland Super Lawyers*®, "Rising Stars" (2011 - 2012)

Professional Associations and Activities

- American Bar Association
- American Benefits Council, Board Advisory Council Member
- Maryland State Bar Association

Published Works

- "It's Time to Correct Those 409A Mistakes," *The Daily Record* (September 2010)
[Co-Author]