



Associate, Charlotte

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Practices

- Employee Benefits

Education

- University of Cincinnati College of Law, J.D. 2015
- Miami University, B.S. 2012

Admitted to Practice

- Michigan - E.D. Mich. 2019
- Ohio - N.D. Ohio 2019
- Ohio - S.D. Ohio 2016
- Ohio 2015

Tenechia D. Lockhart is an associate in the Charlotte, North Carolina, office of Jackson Lewis P.C. Her practice focuses on counseling employers on 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, group health plans, flexible spending accounts, group insurance products, COBRA and HIPAA. Tenechia works directly with plan fiduciaries, frequently attending investment/retirement committee meetings, regarding their duties under ERISA.

In addition, Tenechia advises clients on fiduciary compliance matters relating to plan corrections, prohibited transaction exemptions, and reporting and disclosure obligations. She assists plan sponsors and administrators with investigations, examinations, and audits before the Internal Revenue Service and the United States Department of Labor. She also assists clients in correcting qualified plan defects by filing EPCRS and fiduciary correction program submissions.

Tenechia regularly drafts, amends and reviews plan documents, summary plan descriptions, enrollment materials, and other employee communications.

Prior to joining Jackson Lewis, Tenechia served as outside fund counsel to multiemployer pension and welfare plans and has extensive experience with employer withdrawal liability, payroll audits, and delinquent contribution matters.

During law school, Tenechia was a member of the Moot Court Honor Board and the Order of the Coif.

Honors and Recognitions

- *National Black Lawyers*®, "Top 40 Under 40" (2022)