



## M. Annie Santos

**Partner**  
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Annie Santos' practice is driven by what her clients need on any given matter. She has proven herself to be an essential member of their team, guiding them to the right solution, whether it involves aggressive litigation or negotiating a fair compromise. Annie focuses her practice on commercial and complex litigation, spending the majority of her time defending employee welfare benefit plans and their insurers, administrators and other plan fiduciaries, in ERISA (Employee Retirement Income Security Act of 1974, as amended) and non-ERISA life, health and disability matters in state and federal court.

Over the course of her career, Annie has practiced in courts throughout the Midwest, including Minnesota, Iowa, Wisconsin, Nebraska, and South Dakota. Leveraging her extensive and broad experience, Annie also assists clients and other Hinshaw attorneys across the country with complex federal litigation, including: class action and multidistrict litigation, health care litigation, consumer financial services litigation, and environmental, cannabis, toxic tort, construction, and product liability matters. A portion of Annie's practice is also devoted to general business litigation and labor and employment matters.

Prior to joining Hinshaw, Annie practiced at a Minneapolis-based civil litigation firm. Before embarking on her legal career, Annie was a compliance and operations specialist in San Diego for the international brokerage firm Merrill Lynch.

### Professional Affiliations

- Federal Bar Association
- Minnesota State Bar Association
- Minnesota Women Lawyers
- National Association of Women Lawyers

### Honors & Awards

- Recognized on the Rising Stars list by *Minnesota Super Lawyers* magazine, 2015 – 2018

### Practices

Commercial Litigation  
Consumer Financial Services  
Environmental  
Labor & Employment  
Life, Health, Disability & ERISA Litigation  
Sustainability & ESG

### Industries

Cannabis  
Construction

### Education

J.D., University of St. Thomas  
School of Law  
B.A., University of St. Thomas

### Admissions

Minnesota  
U.S. Court of Appeals for the District of Columbia Circuit  
U.S. Court of Appeals for the Eighth Circuit  
U.S. District Court for the District of Minnesota  
U.S. District Court for the Western District of Wisconsin



## Representative Matters

- Represented employee welfare benefit plans and their insurers, administrators and other fiduciaries in over 400 life, health and disability matters, to successful resolution.
- Secured summary judgment for insurer in life insurance benefits matter brought under an individual policy.
- Multimillion dollar settlement for individuals with developmental disabilities who were systematically subjected to restraint and seclusion.
- Obtained summary judgment for contractor in multimillion dollar construction dispute.
- Secured summary judgment for pharmacy in a wrongful death case involving fentanyl.

## Presentations

- "ERISA Disability Case Law Update," Hinshaw's Fourth Biennial Definitive Disability Conference (DDC), Boston, Massachusetts, October 18, 2019

## Publications

Annie is a regular contributor to Hinshaw's *The LHD/ERISA Advisor*.

## Personal

Annie is an avid runner and enjoys spending time with her family and volunteering as the school nurse and lunch lady at her daughters' school.

## Community/Civic Activities

- The Fashion Group International, Member
- Federal *Pro Se* Project, Volunteer Attorney