

Boutwell  Fay LLP



# Tropical Tastes Cookbook





# Our Firm

Boutwell  Fay LLP  
ATTORNEYS AT LAW  
*Employee Benefits & ERISA*

## Our Mission

For 25 years, Boutwell Fay has been leading businesses to effectively translate the often-complex nuances of the law into plain speak. We are a nationally recognized ERISA law firm with an unquenchable thirst to continue to learn, share, and deeply care for clients.

As the only boutique firm in Orange County, California that specializes solely in employee benefits, we have the knowledge and wisdom to successfully solve even the most complex legal challenges. We provide counsel to a broad range of business, consulting, and financial services firms. Our clients include private employers, non-profit entities, other law firms, financial institutions, and government agencies.

## Client Care

Clients tell us that this ever-evolving area of employee benefits and ERISA can confound even the most astute professional. At Boutwell Fay, we pride ourselves on constantly staying on top of every nuance in this changing area of the law - simplifying the complex is our goal.

We work as a team with our clients. It's the combination of our expertise and constant education, combined with strong collaboration with our clients, that sets us apart.

We are pleased to share our favorite recipes with you in this book. Let us worry about your ERISA and employee benefits problems while you take a tropical vacation in your kitchen.

Enjoy!





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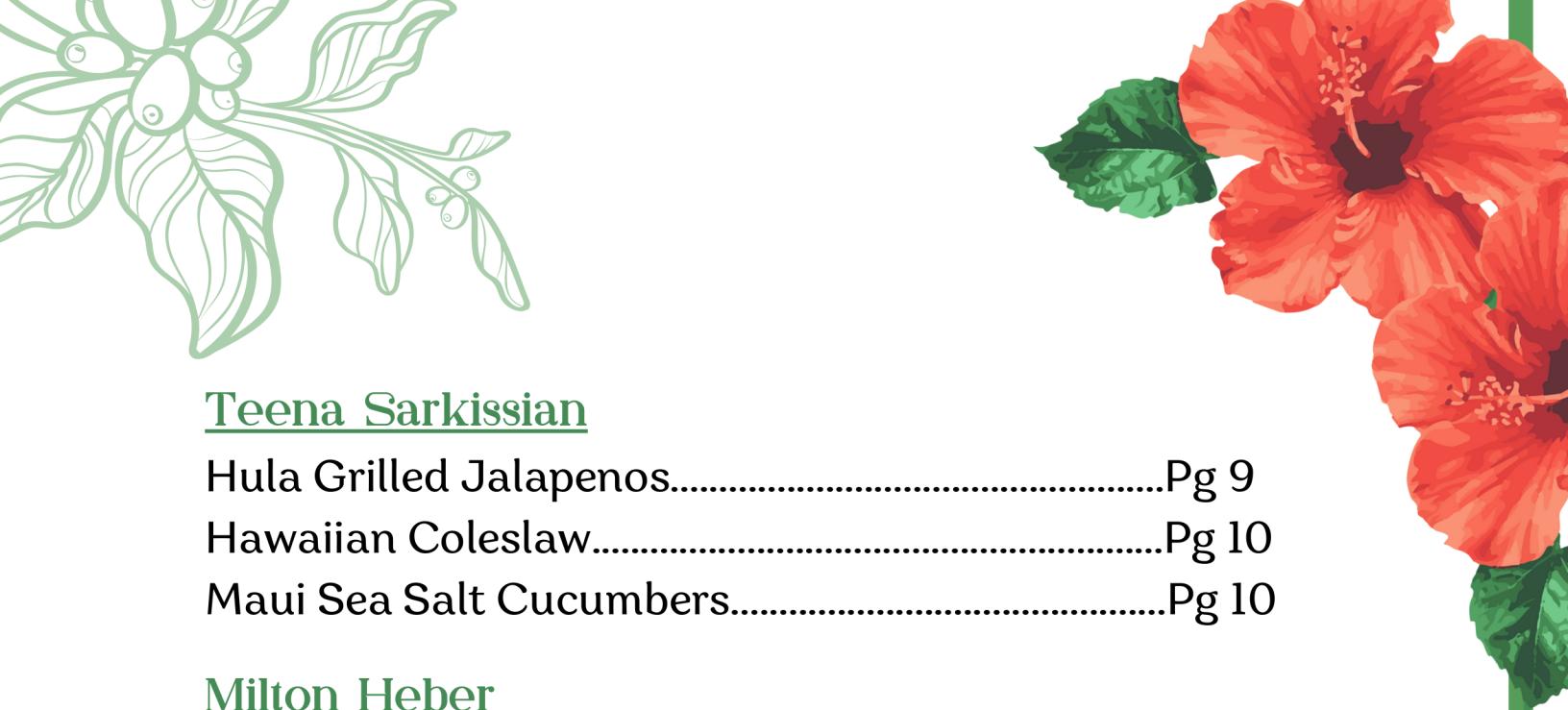
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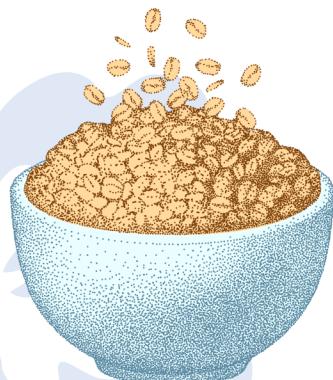
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## Sherrie Boutwell Partner

For over thirty years, Sherrie has focused her entire law practice and ongoing education on finding solutions in this ever-changing and complex area of today's employee benefit challenges. She enjoys unraveling the mysteries of ERISA with her clients with a clear focus on truly understanding each client's issues while carefully and clearly defining the best options for each situation.



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# TROPICAL ZEN GRANOLA

## Ingredients

- 4 cups thick rolled oats
- 2 Tbsp cinnamon
- 1/3 cup oil
- 2 cups natural sliced almonds
- 2/3 cup honey
- 1 tsp vanilla extract

## Directions

- Preheat the oven to 350°.
- Combine the oats, almonds and cinnamon in a large bowl. Heat and whisk together the honey and oil until well combined, then remove from the heat and stir in the vanilla extract.
- Pour the honey mixture over the oats and mix well until the oats are evenly coated.
- Spread the oats in shallow layers on cookie sheets. Bake for 15 to 20 minutes, turning 2 to 3 times to brown evenly.
- Let cool, then store in an airtight container.



# HAWAIIAN SUNSET PUNCH



## Ingredients

- 1 can pineapple juice, chilled
- 2 quarts carbonated lemon-lime beverage, chilled
- 1 can orange-grapefruit juice, chilled
- 1 pint lemon-lime sherbert

## Directions

- In a large punch bowl, stir together juices and carbonated beverage.
- Spoon sherbert into the bowl. Serve immediately.

# KAHUNA RUM PUNCH

## Ingredients

- 2 cans pineapple juice (92oz.)
- 1 liter rum
- 6 oz. grenadine syrup
- 6-8 splashes bitters
- 1 carton orange juice (32 oz.)
- 1/2 bottle coconut rum
- 2 cans lemon-lime soda
- 8-10 slices each of orange and lime

## Directions

- Combine all ingredients and serve over ice.



## Alison Fay Partner

Since her first tax class in law school, Alison knew she wanted to practice in an area that dealt with tax, numbers and analysis. Once she discovered the nuances of ERISA and employee benefits, Alison was hooked -- always seeking a way to simplify the complexities in this vexing area of the law. This almost constantly evolving practice requires a deep understanding and commitment to stay on top of the nuances and updates, communicating them clearly to clients and to the marketplace. Clients say that Alison's knowledge and wisdom are what create functional and winning employee benefit solutions.

# LUAU CITRUS CAESAR SALAD

- Prepare your favorite Caesar salad (for easier prep, buy a Caesar salad kit).
- Add sections from one grapefruit, along with a little of the juice.
- Add slices of avocado.

# Macadamia Nut Honey Butter

## Ingredients

- 1 stick butter, softened
- 1/4 cup honey
- 1/4 cup toasted macadamia nuts, chopped

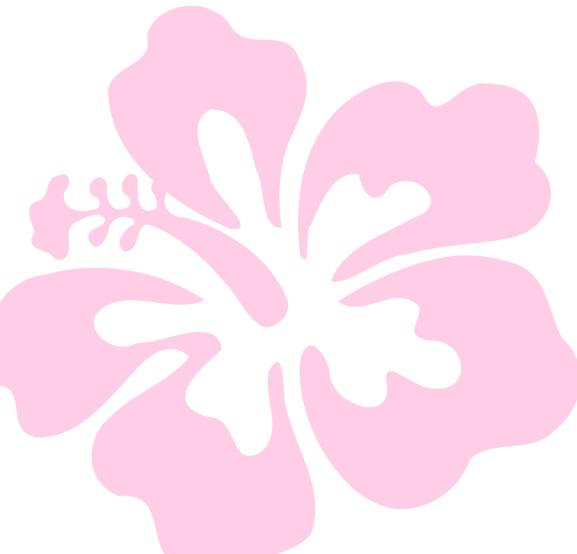
## Directions

- Combine all of the ingredients, then chill. Delicious when served on toast, English muffins, scones, or even just a spoon!

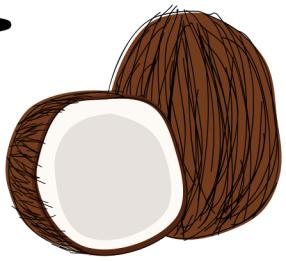


## Katrina Veldkamp Senior Counsel

Katrina has employee benefits in her blood – many of her relatives have worked in retirement plan administration – but she is the first ERISA attorney in the family. Katrina enjoys working through and solving the puzzle of employee benefits with her clients.



# ICEBOX COCONUT CAKE



## Ingredients

- Yellow cake mix
- ½ cup powdered sugar
- 1 5oz can evaporated milk
- 1 tsp vanilla
- 1 tsp coconut flavor
- 1 tub cool whip\*
- 1 cup sweetened coconut flakes\*

## Directions

- Make yellow cake mix as directed in a 9x13 pan. While still warm, poke holes in it with a fork or skewer.
- Whisk together powdered sugar, evaporated milk, vanilla, and coconut flavor in a 2 cup liquid measuring cup. Add enough water\* to equal 1 1/2 cups liquid.
- Pour evenly over warm cake.
- Let cake cool. Frost with cool whip and sprinkle coconut on top. Cover and refrigerate until ready to serve.
- \*Note: Cool whip can be replaced with homemade whipped cream if desired (1.5 cups heavy whipping cream + 1/4 cup powdered sugar + 1/2 tsp. vanilla, whipped to medium-stiff peaks).
- \*Coconut flakes can be unsweetened, depending on preference.
- \*Water can be replaced with another type of milk for a richer soak (e.g. coconut milk, whole milk).



## Richard Luna Senior Counsel

For almost 20 years, Richard Luna has advised employers of all sizes, including Fortune 500 companies and other public and private companies and start-ups on all aspects of ERISA compliance and the day-to-day operation and administration of employee benefit plans.

# MAUI COWBOY CHILI

## Ingredients

- 2lbs meat, part ground and part cut into sugar cube size
- 1 small onion, minced; or 1 heaping Tbsp of dehydrated onion
- 2 (8oz) cans tomato sauce
- 2 (8oz) cans of water
- 4 Tbsp chili powder
- 1-2 tsp salt
- 2 tsp paprika (optional)
- 1 Tbsp ground cumin (optional)
- 1/2 -1 tsp red pepper (optional)
- 2 cloves garlic, minced
- 2-3 Tbsp flour

## Directions

- Brown meat with minced onion and drain, if necessary
- Add in other ingredients and cook 1-3 hours.
- Add in 2-3 Tbsp of flour.
- Cook for 15 minutes and enjoy.





## Evan Giller Of Counsel

Evan was drawn to becoming an attorney by the prospect of working for organizations that serve the community. Over 35 years ago he combined that goal with his interest in the growing field of employee benefits and he began advising non-profit and governmental employers on their benefit plans. This has been the focus of his practice ever since.



# CAPTAIN COOK KILLER CAULIFLOWER PISTACHIO PESTO

## Ingredients

### For the cauliflower

- 1 head cauliflower
- 2 - 3 Tbsp extra virgin olive oil
- 1/2 tsp kosher salt

### For the pesto

- 1 cup of basil, trimmed, lightly packed
- 1/4 cup extra virgin olive oil
- 1/4 cup raw, unsalted shelled pistachio nuts
- 1 clove of garlic, sliced
- 1/4 tsp kosher salt
- Pinch of black pepper
- Zest of one lemon or 1 tsp lemon juice

## Directions

- Prepare the cauliflower: cut the cauliflower into bite-size pieces and place in a bowl. Add olive oil and salt and mix.
- Place the mixture into a baking pan. The baking pan or pans should have enough space to allow the cauliflower to be in one layer.
- Bake in the oven at 350° until tender.
- In the meantime, prepare the pesto: Place all the ingredients in a food processor and grind until well combined.
- Mix the cooked cauliflower and pesto together in a bowl. Serve at room temperature.



## Deborah Fabricant Of Counsel

Deborah Fabricant made a conscious choice to direct her legal career into the area of employee benefits law after a back-door introduction to it some 40 years ago as a litigator challenging the constitutionality of the Multiemployer Pension Plan Amendments Act of 1980. She never looked back, focusing her current practice on providing advice and counsel to ERISA plan sponsors and plan fiduciaries.



# ISLAND TOMATO JAM

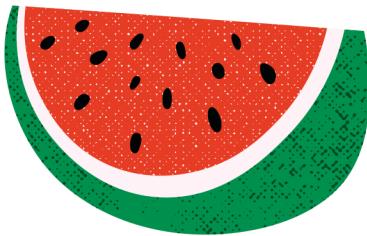
## Ingredients

- 1 (12oz) can fire-roasted tomatoes
- 1 tsp ground ginger
- 1 tsp paprika
- 2 Tbsp brown sugar
- 2 Tbsp white sugar
- 1 Tbsp ground black pepper
- 2 Tbsp fresh mint leaves, julienned

## Directions

- In a medium-size cast iron or other heavy-bottomed saucepan, combine all ingredients except the mint and place over medium-low heat.
- As the jam begins to simmer, stir with a flat-bottomed wooden spoon every 3 to 4 minutes.
- As the jam begins to thicken, keep an eye on it as it has a tendency to scorch.
- Cook the jam for 30 to 40 minutes or until it has a thick consistency and will coat the back of a spoon.
- Transfer the jam to a china or non-metal bowl and fold in the mint. Great on burgers and other summertime grill favorites, and it can be made up to one week in advance.

# MAHANA MELON AND MINT SALAD



## Ingredients

- 8 cups seedless watermelon (1" chunks) from a 6 lb melon
- Pinch of cayenne pepper
- 1/4 cup fresh lime juice
- 1/2 cup mint leaves, torn
- Salt

## Directions

- In a large bowl, toss the watermelon with the lime juice and cayenne pepper. (At this stage, the watermelon salad can be refrigerated overnight.)
- Just before serving, fold in the mint leaves and season with salt.



**Teena Sarkissian**  
**Senior Compliance**  
**Analyst**

# HULA GRILLED JALAPENOS

## Ingredients

- 6 Jalapenos (large to medium)
- 8 oz onion and chive soft cream cheese
- Bacon bits or fresh bacon (optional)

## Directions

- Cut jalapenos in half lengthwise, remove all seeds and stem, then rinse and let dry.
- Fill with cream cheese to the brim.
- Press bacon bits into the cream cheese.
- Place jalapenos on a low heat barbecue grill, cream cheese facing up, until jalapenos begin to blacken (approximately 5 minutes).
- Let slightly cool before serving (By removing the seeds these are just mildly spicy).



# HAWAIIAN COLESLAW

## Ingredients

- 1 bag Taylor Asian Cashew chopped kit
- Mayonnaise



## Directions

- Remove bags of dressing, nuts, and wontons from Taylor kit. In a bowl, mix the Taylor kit greens, mayonnaise and dressing (to taste).
- Add the packet of nuts (optional).
- Chill in the refrigerator until cold.
- Top with the wontons before serving.
- Optional: add cut-up apples to the mix.

# MAUI SEA SALT CUCUMBERS

## Ingredients

- English cucumbers (will not have to peel skin)
- Maui Onion Hawaiian Sea Salt

## Directions

- Slice cucumbers lengthwise into sixths. Sprinkle with the Maui salt then serve.

## OUR TEAM

Problem. Solved. At Boutwell Fay, we are a team. We are the professionals who love to learn, to serve and to collaborate. Having embraced this nuanced and ever-changing area of the law, we all recognize the value and core essence of working as a team with the singular purpose of providing effective and lasting solutions to employee benefit and ERISA problems.





**Milton Heber**  
**Compliance Analyst**

# ALOHA TO THE QUEEN

## Ingredients

- Ice cream, any flavor you want (typically vanilla)
- Cookies of your choice
- 1/3 cup of dark chocolate
- 1/2 cup of milk
- 1/4 cup butter
- 1/4 cup brown sugar
- 2 bananas
- Some cashew, hazel and/or pecan nuts
- Whipped cream



## Directions

- Place 1/4 cup butter, 1/4 cup brown sugar, and a couple of bananas that have been cut in half and lengthwise into a stick-proof skillet. Gently give just a stir or two while the butter and sugar melt over medium-high heat.
- Let the banana pieces sit undisturbed in the melted mixture for about 5 minutes a side or until they are lightly browned. Be careful when turning the banana piece over so it will stay together.
- Melt chocolate in a saucepan.
- Crumble cookies and place in the bottom of serving bowls as a base and drizzle melted chocolate over it. Then place banana slices on top.
- Add a scoop of ice cream, nuts if desired, and whipped cream as well as more chocolate if desired. Serve immediately



**Laura Barta  
Paralegal**



# ISLAND HARVEST SOUP

## Ingredients

- 1 can cream of chicken soup
- 1 can of cream of mushroom soup
- 1/2 cup water
- 2 cups shredded cheese
- 3 broccoli crowns, chopped
- 1 big bag of shredded hash browns or Potatoes O'Brien
- 1 pkg vegetable soup mix

## Directions

- Prepare chicken and mushroom soups per directions.
- Combine all ingredients, adding water as needed to reach desired consistency.
- Simmer until potatoes and veggies reach desired tenderness.
- May substitute a favorite seasoning mix in place of vegetable soup mix.

# PARADISE ARTICHOKE DIP

## Ingredients

- 1 can of 2 artichoke hearts, chopped
- 1/4 cup chopped red onions
- 1 cup sliced mushrooms
- 1 cup mozzarella
- Garlic powder to taste
- Pepper to taste
- Mayonnaise - enough to lightly moisten all ingredients

## Directions

- Combine all ingredients.
- Spread in an 8" square baking dish and heat in a 350° oven until bubbling. Serve warm.



# ALOHA SUNRISE FEAST

## Ingredients

- 24 oz pkg frozen shredded hash browns, thawed, about 4 1/2 cups
- 1/3 cup melted margarine
- 3 eggs, beaten
- Shredded cheese of your choice
- 1 1/2 tsp beef bouillon
- 1/2 tsp minced garlic (optional)
- 1 lb bulk country sausage, browned & cooled
- 1 cup cottage cheese

## Directions

- Combine hash browns, margarine, beef bouillon & garlic (if using), pat into the bottom of a 10" pie plate.
- Bake at 400° for 25 minutes.
- While it's baking, mix the browned & cooled sausage, eggs & cottage cheese.
- When the pie shell is done, pour the sausage/egg mixture into the shell, & top with your choice of shredded cheese.
- Bake for 30-35 minutes at 350° until the eggs are set and the cheese has melted. To double the recipe, use a 9"x13" pan.

## RESOURCES

We keep our clients informed of these ever-changing rules and regulations of ERISA. They tell us we work efficiently and thoroughly, providing the most comprehensive and up-to-the-minute employee benefits solutions. Our constantly updated Resources on our website provides tools to help boost your awareness of the most time-sensitive news and information and include:

- **Annual Limits:** Yearly updates on the IRS's dollar adjustments for employer sponsored health and welfare and retirement plans.
- **News & Events:** Upcoming events and publications.
- **Blog:** Weekly posts with updates on legislation, deadlines and helpful tips.
- **Articles:** In-depth pieces written by our attorneys with vital information on everything ERISA and employee benefits.



# COCONUT MACADAMIA NUT PANCAKES

## Ingredients

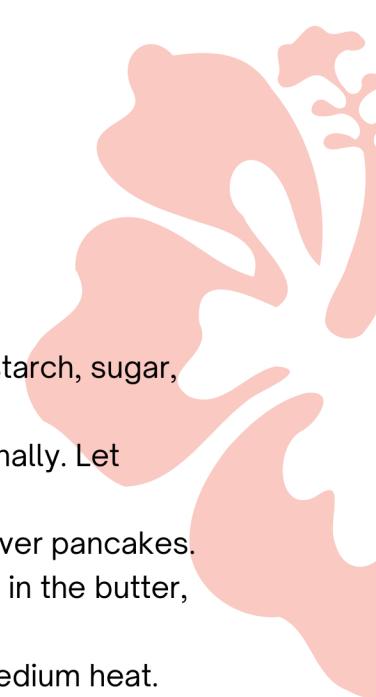
- 4 cups flour
- 1 1/2 Tbsp baking powder
- 1 tsp salt
- 1/2 cup butter
- 1/4 cup sugar
- 3 eggs
- 3 cups buttermilk
- 1 cup flaked coconut
- 1 tsp vanilla extract
- 2 tsp almond extract

### Toppings

- 1/2 cup chopped macadamia nuts
- Sliced bananas

### Syrup

- 14oz can Coconut Milk
- 1/2 cup sugar
- 2 tsp cornstarch
- 1 Tbsp light corn syrup
- 1/2 tsp vanilla extract



**Jena Yoder**  
**Compliance Assistant**



## Directions

- Start by preparing the coconut syrup. Whisk together the coconut milk, cornstarch, sugar, and corn syrup in a saucepan.
- Bring the syrup to a low boil, then reduce heat to a simmer, whisking occasionally. Let simmer for about 7 minutes.
- Remove from heat and mix in the vanilla. Allow syrup to cool before serving over pancakes.
- Combine all dry pancake batter ingredients together in a large bowl, then mix in the butter, eggs, buttermilk, vanilla, and almond extract.
- Prep a large skillet with your preferred nonstick method and heat over low-medium heat.
- Once skillet is heated, use a ladle or large spoon to pour a mound of batter onto the skillet.
- Small bubbles will begin to appear on the surface of your batter, signaling it's time to flip. A few minutes after flipping, peek at the bottom side of the pancake. Remove from heat once golden brown and top with macadamia nuts, banana slices and your homemade syrup.



**Paul Manhart**  
**Director of Operations**

# HAWAIIAN CHICKEN

## Ingredients

- 1 pack of Lipton Soup Mix (dry envelope)
- 1 small bottle of Russian Salad Dressing
- 12 oz of Apricot/Pineapple jam
- 4-6 boneless, skinless chicken breasts



## Directions

- Mix the sauce ingredients into a sauce pan and heat. Then pour hot mixture over chicken in a Pyrex pan.
- Bake 30-40 minutes.
- Serve over rice.

# MARGARITA PIE

## Ingredients

### Crust

- 1 1/2 cup pretzels, crushed
- 1/4 cup sugar
- 1/2 cup butter, melted

### Filling

- 1 (14oz) can Eagle Brand milk
- 1/3 cup lime juice
- 2-4 Tbsp tequila
- 2 Tbsp triple sec
- 1 pt whipping cream



## Directions

- Mix pretzels, sugar and butter. Press into 9" pie plate to form crust. Freeze.
- Blend Eagle Brand milk, lime juice, tequila and triple sec together well. Whip whipping cream until firm; mix together. Pour into pretzel pie crust shell. Freeze 4 hours.

## ADDITIONAL RESOURCES

- **Building Block FAQs:** Key Frequently Asked Questions to start building your basic knowledge.
- **Webinars:** Monthly webinars presented by our experts are full of the latest legislation and information to help keep you educated on the constantly evolving law of ERISA and employee benefits.
- **Glossary:** A helpful list of common employee benefits and retirement plan terms and their explanations.
- **Archive:** All of our previous blog posts, newsletters, articles, and webinars.

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**Jose Ayala**  
**Accounting Manager**



# BANANA COOKIES

## Ingredients

- 1 1/2 cup flour
- 1 tsp salt
- 1/4 tsp nutmeg
- 1/2 tsp baking soda
- 3/4 tsp cinnamon
- 1 1/3 cup oats
- 1 egg
- 3/4 cup butter
- 1 cup sugar
- 2 bananas, mashed

## Directions

- Blend egg, butter, sugar and bananas together. Add remaining ingredients. Drop by spoonful onto ungreased cookie sheet. Bake at 400° for 15 minutes.



**Danielle Sandoval**  
**Legal Administrative**  
**Assistant**

## Directions

- Beat the butter until smooth & add in the powdered sugar & vanilla. Gradually add flour then mix in the 1 cup of chopped macadamia nuts.
- Transfer the batter to a sheet of parchment paper. Lay a second sheet over top & roll to 1/4 inch of thickness. Try to shape into a rectangle as much as possible. Place it onto a cookie sheet & refrigerate for 2 hours.
- Preheat oven to 300° and remove dough from refrigerator.
- Slice the cookie batter into 1x2 inch rectangles. Transfer to a cookie sheet lined with parchment & back for 20 minutes. The edges should be slightly browned but the middle may still be soft.
- Cool the cookies completely.
- If you are making a crust, set aside at least 2/3 of the finished cookies. Set aside some of the “prettier” cookies for dipping.
- Melt your chocolate & dip the cookies or spoon the chocolate over the cookie. Gently remove any excess chocolate, lay it out on a sheet of parchment & sprinkle some finely chopped macadamia nuts on.
- Place into the fridge to set the chocolate & then serve.

# HAWAIIAN MACADAMIA SHORTBREAD COOKIES

## Ingredients

- 2/3 cup butter room temperature
- 1/2 cup powdered sugar
- 2/3 tsp vanilla extract
- 1 1/3 cups flour
- 2/3 cup macadamia nuts coarsely chopped
- 5 1/3 oz. dark chocolate
- 1/6 cup macadamia nuts finely chopped

# AUTHENTIC HAWAIIAN MACARONI SALAD

## Ingredients

- 1 pound macaroni
- 2 Tbsp apple cider vinegar
- 2 carrots shredded
- 1/4 cup onion shredded (optional)
- 2 1/2 cups Mayonnaise (Best Foods or Hellman's)
- 1/4 cup milk
- 2 tsp sugar
- Kosher salt and pepper to taste



## Directions

- Cook macaroni according to package directions. Drain well and place macaroni in a large bowl (bowl with lid is best for refrigeration later)
- While macaroni is still hot, sprinkle on vinegar and add carrot and onion. Toss together until well combined. Refrigerate for 15 minutes, or until cooled.
- In a separate, smaller bowl, whisk together mayo, milk, and sugar. Fold mayo mixture into the macaroni until all the noodles are evenly coated. Add salt and pepper to taste.
- Cover and refrigerate at least 4 hours (best if overnight). Gently stir before serving, add a little more milk if needed, no more than a tablespoon or two.



“

Since the firm was founded in 1998, we have enjoyed collaborating with our clients to successfully navigate the ever-changing landscape of employee benefits. The need for practical, cost-effective advice in this field has never been greater. We look forward to helping our clients solve the employee benefits puzzles of today and the future.

”

**- Sherrie Boutwell, Founder and Managing Partner**



## *Solving the puzzle of ERISA and Employee Benefits*



**At Boutwell Fay, we have been successfully solving complex legal “puzzles” in the areas of employee benefits and ERISA for over 25 years.**

# Boutwell Fay LLP

ATTORNEYS AT LAW

*Employee Benefits & ERISA*

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