



# Employee Benefits/Executive Compensation

*Accolades from Chambers, U.S. News & World Report, and Legal 500*

Our Benefits and ERISA Litigation practices are nationally recognized with top tier statuses.

## *Our Practice*

Our team supports our clients with all aspects of their employee benefits needs, from designing, drafting, and implementing plans and agreements to counseling on operational compliance and fiduciary issues. Our clients are local, regional, national, and multinational in scope and vary from mid-sized private companies to Fortune-ranked corporations, as well as boards of trustees of large multiemployer funds. Ours is one of the largest and most comprehensive benefits departments among our peers. This enables us to lead and manage projects for major clients who have numerous operations and facilities.

**Retirement Plans.** The entire spectrum of design, compliance, governance and operational issues related to all types of qualified and nonqualified retirement plans, including defined benefit and cash balance pension plans, 401(k) plans, profit-sharing plans and ESOPs.

**Health and Welfare Benefit Plans.** Benefit program design, communications, benefit claims and appeals, assessment of fiduciary obligations, health care reform, HIPAA privacy and security, consumer-driven health spending accounts, health reimbursement arrangements, flexible spending accounts, vendor agreements, retiree benefits, and voluntary employee beneficiary associations.

**Executive and Equity Compensation.** Including supplemental retirement plans, deferred compensation arrangements, executive employment and separation agreements, incentive programs, equity awards and ownership, as well as severance and change-in-control programs.

**Fiduciary Governance and Institutional Investing.** Counseling regarding fiduciary issues inherent in the governance structures of internal committees and their appointees, fee arrangements, claims and appeals, and investment monitoring obligations, as well as counseling plans, foundations and other institutional investors regarding their investments, compliance with fiduciary matters, and tax issues.

## *Representative Example*

Assisted large US health care provider with the design and implementation of a multiple wave, multiple year lump sum window project for one of the largest health care providers in the US involving approximately \$8 billion in total plan assets and approximately 45,000 active and eligible participants. We developed the pension plan rules and plan amendments, prepared participant communication materials, and managed participant inquiries and claims.