

## Employee Benefits



Employers' strategic decisions about how to design benefits and compensation arrangements are inseparable from their ultimate success in attracting, incentivizing and retaining employees. At the same time, these design decisions present challenges as organizations try to keep up with complex and often shifting compliance obligations and enforcement priorities.

Sophisticated businesses understand the necessity of effective communication between their in-house benefits department, human resources professionals and attorneys, as well as coordination with the company's actuaries, outside administrators, carriers and other benefits professionals to strike a balance between designing proactive strategies while meeting regulatory mandates.

At Jackson Lewis P.C., our primary focus is partnering with our clients' internal and external teams to provide practical, business-focused solutions for even the most technical benefits law challenges. As an integral part of a nationwide labor and employment firm, our Employee Benefits practice group is focused on the intersection of benefits law with other workplace issues and strategically positioned to provide integrated, proactive advice.

### Pragmatic Guidance

Though benefits-related questions rarely result in simple answers, we recognize clients need succinct, straightforward advice so they can focus on managing their workforce and optimizing business opportunities, while avoiding risk.

### Preventive Approach

To minimize the risks associated with benefit claims, litigation and enforcement matters, clients seek our preventive counseling services on the entire range of benefits law scenarios. Our customized solutions involve close collaboration with each client and reflect the specific nuances and issues relevant to the individual client's focus and benefits offerings.

**We advise plan sponsors, plan fiduciaries and benefit plans on:**

- 401(k) and other tax-qualified defined contribution plans
- 403(b) / tax-sheltered annuity plans
- 457 plans in governments and tax-exempt organizations
- Benefits issues in corporate transactions and workforce reorganizations
- Captive insurance companies in benefits financing arrangements
- Church plans
- Collective investment trusts and group trusts
- Defined benefit pension plans (including cash balance and other hybrid pension plan formulas)
- Employee Stock Ownership Plans (ESOPs)
- Employment taxes
- Executive compensation arrangements
- Examinations, summons proceedings and adversary proceedings and appeals initiated under internal agency procedures by federal or state agencies and courts of specialized jurisdiction
- Health and welfare plans, including major medical health, dental, life and cafeteria plans
- Individual Retirement Accounts (IRAs)
- IRS audits, closing agreements and litigation
- IRS plan correction programs
- Multiemployer pension and welfare plan liabilities
- Plan termination and restructuring
- Taxation of health and welfare benefits
- Voluntary Employees' Beneficiary Associations (VEBAs)
- Worker classification

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