

Private Representation: Employee Benefits & Executive Compensation

Overview

Best Best & Krieger LLP attorneys in the Employee Benefits & Executive Compensation group counsel employers regarding all aspects of employee benefits and executive compensation matters. Our team helps clients structure, implement and maintain compliant benefit programs that best fit their business and human resources goals. We have decades of experience with evolving federal benefits laws, and represent all types of private sector employers throughout California and across the country, including medical practices, nonprofits, hospitals and manufacturers.

Our experience in the following employee benefits and executive compensation areas can help guide private sector employers:

- Design, draft and implement a variety of retirement and welfare plans:
 - Defined benefit, cash balance and money purchase pension plans
 - Profit-sharing, 401(k) and employee stock option plans (ESOPs)
 - 457(b) and 403(b) plans for nonprofits
 - Group health plans
 - Section 125 cafeteria plans
 - Health reimbursement arrangements
 - Fringe benefit policies/plans (e.g., expense reimbursement, mobile device, educational assistance, transportation)
- Draft required plan documents and communications (e.g., summary plan descriptions, safe harbor notices, blackout notices, group health plan notices)
- Design and draft stock option plans as well as nonqualified executive compensation plans and rabbi trusts
- Conduct compliance and fiduciary reviews of retirement and welfare plans
- Assist with compliance with various federal and state laws, including federal and state tax code, Affordable Care Act, HIPAA and ERISA
- Review qualification of QDROs under ERISA and state law
- Assist with DOL and IRS audits
- Prepare and submit IRS and DOL corrections, including VCP, VFCP and DFVCP

People

Key Contacts



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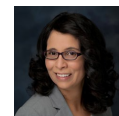
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