

Employee Benefits

Your business needs a competent team of attorneys with experience in employee benefits and executive compensation.

Qualified Plans

We have experience in all aspects of the design, administration and operation of qualified pension, profit sharing and stock bonus plans, which includes working with individually designed plans. We handle unique issues encountered in self-employed, partnership or limited liability company plans and IRAs, as well as plans of commonly controlled entities, affiliated service groups, leased employees and multiple employer plans.

We design, draft, amend, merge and terminate all types of benefit plans and assist our clients with qualification, operational and compliance issues, including advising clients of changes in the laws, obtaining governmental approvals and developing materials for communications with employees. We work as a team with our client's other consultants such as accountants, investment advisors, trustees, third party administrators and record-keepers, to provide efficient and accurate results. Our lawyers advise in issues involving audits and investigations from U.S. governmental agencies such as the Internal Revenue Service (IRS), Department of Labor (DOL), Pension Benefit Guaranty Corporation and the Securities and Exchange Commission. Additionally, we frequently advise clients in connection with various correction programs offered through the Internal Revenue Service and the Department of Labor.



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Related Services

Employment Law

Tax Law

Nonqualified, Executive, and Incentive Plans

We are well versed in nonqualified executive and incentive compensation, including stock options, restricted stock and units, stock appreciation rights (SARs), phantom stock and units, bonus arrangements, golden parachute arrangements, and performance plans and other deferred compensation programs. We also assist clients in bringing plans into compliance with Section 409A.

We can also provide assistance in crafting the executive compensation section of securities filings, drafting new equity compensation plans and annual bonus plans, and advising our clients on public company compensation matters like Section 162(m) of the Internal Revenue Code, Section 16 of the Exchange Act, and corporate governance as it relates to our client's compensation committees.

Welfare Benefit Plans

We routinely deal with all types of welfare benefit and insurance arrangements, including the affordable care act, health, life, accident, disability, and cafeteria and flexible benefit plans.

Business Transactions

Seigfreid Bingham also has extensive experience in handling compensation and benefit plan aspects and of business transactions such as acquisitions, sales, mergers, spin-offs, and leveraged buyouts, including the use of employee stock ownership (ESOPs).

Areas of Experience

- Business Transactions
- Executive Plans
- Incentive Plans
- Nonqualified Plans
- Qualified Plans
- Welfare Benefit Plans

Attorneys



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