



Employee Benefits

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Employee benefit plans and practices in the United States have been the subject of escalating scrutiny by Congress and regulatory oversight by federal government agencies over the past four decades, resulting in a labyrinth of laws and regulations which must be considered in the design and administration of these programs. Ensuring compliance and tax-efficient planning while supporting the goals and expectations of an employee benefit program requires guidance from seasoned professionals. Our clients benefit from our employee benefits attorneys' significant experience with the pertinent laws and regulations and who, at the same time, can add value by sharing their knowledge of new trends and best practices and offering practical solutions.

Stradley Ronon's employee benefits group advises and represents clients on all legal matters relating to employee benefit plans and practices, including the applicability and impact of the Employee Retirement Income Security Act of 1974 (ERISA) and federal and state tax and securities laws. Representing publicly traded and privately owned companies, governmental entities and nonprofits and individuals.

We offer our clients a wide range of services, including:



- Supporting the firm's significant transactional practice, advising buyers and sellers of businesses on all matters relating to employee benefit plans and practices, including due diligence, withdrawal liability, executive compensation and guiding post-acquisition integration of buyer and seller plans.
- Advising employers and employees with their executive and equity compensation and arrangements, including sections 409A and 280G of the Internal Revenue Code, stock options, restricted stock arrangements, partnership and limited liability company equity programs and phantom equity arrangements.
- Advising plan sponsors and plan fiduciaries in connection with ERISA investment matters, including fiduciary

training, drafting and negotiating agreements relating to plan investments.

- Supporting the firm's renowned financial services clients – including mutual fund complexes, investment advisers, broker-dealers, banks and insurance companies – in connection with the products and services that they provide to retirement clients.
- Advising employers on the design and implementation of tax-qualified pension, profit-sharing, 401(k) and employee stock ownership plans.
- Representing employers in connection with audits, determination letter applications and voluntary correction proceedings involving these plans before the Internal Revenue Service, the U.S. Department of Labor, the Pension Benefit Guaranty Corporation and state and local taxing authorities.
- Advising and representing employers in disputes with employees and vendors related to their plans.

Contact

Katrina L. Berishaj
202.507.5179
kberishaj@stradley.com

For more information on our Employee Benefits Practice Group, visit www.stradley.com/employeebenefits.

About Stradley Ronon

For more than 95 years, Stradley Ronon has helped private and public companies – from small businesses to Fortune 500 corporations – achieve their goals. With eight offices and more than 200 attorneys, Stradley Ronon is proud to help companies manage their legal challenges and grow their businesses.

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