

Single Employer Benefits & Pension

Attorneys

Pamela B. Fleming

Since the firm's inception in 1950, the Single Employer Benefits & Pension practice has been a cornerstone of Reid & Riege. The practice has extensive experience in keeping retirement plans, health and welfare plans, and executive compensation plans in compliance with relevant laws. Our attorneys advise a diverse client-base on complex provisions of ERISA and the Internal Revenue Code, while also providing practical advice addressing the myriad of everyday issues that arise in the administration of employee benefits. The Single Employer Benefits & Pension practice also has experience in addressing the employee benefit issues involved in litigation, bankruptcies and mergers and acquisitions.

Representative Matters

Retirement Plans

- Designing and drafting of tax-qualified retirement plans and addressing issues that involve plan administration.
- Counseling clients on the most effective ways to maintain the tax-qualified status of various types of defined contribution plans and defined benefit plans.
- Drafting plans of governmental entities and tax-exempt organizations such as 403(b) and 457(b) plans, and advising clients regarding the administration of the plans.
- Representing clients, in their capacities as plan sponsors, fiduciaries, and administrators, in investigations, audits, and compliance programs before the U.S. Department of Labor, the Internal Revenue Service, and the Pension Benefit Guaranty Corporation.
- Keeping clients abreast of changes and trends on issues involving employee benefits.

Health & Welfare

- Drafting and implementing insured and self-funded health and welfare plans, FSAs, HSAs, HRAs, and cafeteria/Section 125 plans.
- Counseling clients on complex health reform issues and COBRA compliance.

Executive Compensation

- Designing and implementing nonqualified deferred compensation arrangements in compliance with Internal Revenue Code Section 409A.
- Advising clients on severance and retention benefits as well as incentive-based compensation arrangements.