

## Employee Benefits & Executive Compensation

### AREAS OF CONCENTRATION

Employee Benefits & Executive Compensation  
Business Restructuring Transactions & Shutdowns  
Designing & Implementing Employee Benefit Plans & Compensation Programs  
Designing & Implementing Executive Compensation Plans & Arrangements  
Employee Benefits Administration Legal Issues  
Employee Benefits Regulatory Compliance & Fiduciary Issues  
HIPAA Privacy and Security Compliance  
Regulatory Compliance for Trustees, Custodians & Investment Managers

### PRACTICE CONTACTS

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Our Employee Benefits & Executive Compensation Group provides sophisticated and practical legal advice to our clients regarding a broad spectrum of matters. Our diverse group of clients includes large publicly-traded companies, smaller privately-held businesses, non-profit organizations, and individuals. We take the time to listen so that we can develop packages and plans that will meet the specific needs and requirements of our clients.

KMK's Employee Benefits attorneys have the bench strength and depth of experience needed to successfully service clients with diverse, sophisticated benefits practices that cover all benefits areas, such as Deferred Compensation, HIPAA Privacy matters, and corporate transactions.

KMK has the cross-functional capabilities to seamlessly work with attorneys in other specialty areas, such as Mergers & Acquisitions, Securities Regulations, Labor & Employment, and others — both within the firm and with other law firms as needed.

- Several of KMK's national and international clients chose KMK specifically for our Employee Benefits work. With these clients, we are adept at dealing with multiple law firms in regard to the clients' other legal issues.
- KMK also has national and international clients that use KMK for many of their legal needs, including Employee Benefits work. For these clients, KMK works seamlessly with our internal attorneys in other functional practice areas to coordinate the proper legal solutions.

We provide the following services:

- Advise proactively to reduce our clients' exposure to complaints, governmental agency actions, and union-related problems while considering our clients' practical needs
- Design and implement all types of employee benefit plans and arrangements and executive compensation programs and agreements
- Advise on employee benefits administration legal issues
- Advise on regulatory compliance and fiduciary issues affecting employee benefit and executive compensation plans and arrangements
- Advise on employee benefits issues associated with business restructuring transactions such as mergers, acquisitions, reductions in force, and business shutdowns
- Advise on regulatory compliance, disclosure and fiduciary issues affecting custodians, trustees and investment advisors of employee benefit plans, and individual retirement accounts
- Provide technical assistance to our litigation lawyers when our clients are involved in litigation

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### NEWS

- Keating Muething & Klekamp Receives National Recognition in "Best Law Firms" Rankings by U.S. News and Best Lawyers
- Antoinette L. Schindel Joins Keating Muething & Klekamp
- Keating Muething & Klekamp Is the Top-Listed Law Firm in Ohio and in Cincinnati in a Number of Areas According to The Best Lawyers in America 2012
- Keating Muething & Klekamp Receives 12 First Tier Rankings in Best Law Firms Survey (Metropolitan Cincinnati) by U.S. News Media Group and Best Lawyers
- Keating Muething & Klekamp only law firm ranked #1 in Cincinnati in Corporate Law, Land Use and Zoning Law, and Municipal Law by The Best Lawyers in America 2011
- KMK Ranked #1 in Cincinnati by *Best Lawyers in America*; 30 KMK Attorneys Selected for Inclusion

### PUBLICATIONS

- Court Tosses Fifth Third Workers' Fees Claim Filed Shortly After Limitations Period Expired, *BNA Pension and Benefits Daily*, October 6, 2009
- Employer Stock: Fifth Third's Retention of Employer Stock Wasn't a Fiduciary Breach, Court Decides, *BNA Pension and Benefits Daily*, March 3, 2009