

Employee Benefits Administration Legal Issues

PRACTICE CONTACTS

Stephen M. Goodson
TEL: (513) 579-6482

RELATED PRACTICES

Business Restructuring
Transactions & Shutdowns

Designing & Implementing
Employee Benefit Plans &
Compensation Programs

Designing & Implementing
Executive Compensation
Plans & Arrangements

Employee Benefits
Regulatory Compliance &
Fiduciary Issues

Regulatory Compliance for
Trustees, Custodians &
Investment Managers

Our lawyers have significant experience in employee benefits administration legal issues and provide preventive counseling to employers regarding their benefits practices and policies. We provide the following services:

- Preventive counseling regarding internal employee benefit practices and policies
- Advise on administration of participant welfare and retirement plan benefit claims, complying with contribution and benefit limitations, satisfying coverage and nondiscrimination requirements, and various governmental reporting and disclosure requirements
- Advise on COBRA, FMLA and USERRA administrative matters and obligations and prepare required documents and notices
- Advise and assist with HIPAA portability, privacy, security and electronic data interchange compliance matters, and prepare required notices and internal policies and procedures
- Advise on union pension and welfare plan matters
- Advise on Davis-Bacon employee benefits and compliance matters
- Advise and assist in the review and administration of qualified domestic relations orders (QDROs) and qualified medical child support orders (QMCSOs), and prepare model orders and procedures
- Advise and assist in the preparation of plan documents (including individually designed plans and prototype plan adoption agreements), trust agreements, summary plan descriptions, participant loan documents, participant notices and various administrative forms, policies and notices
- Advise on ERISA and tax issues associated with the demutualization of insurance companies
- Review and negotiate administrative service agreements with third party service providers
- Advise on retiree welfare plan issues, including design and modification
- Provide technical assistance to our litigation attorneys who are defending our clients in employee benefits matters