

EMPLOYEE BENEFITS

Hall Render attorneys routinely counsel employers, both non-profit and for-profit, in all aspects of employee benefits. We advise our clients in the design, drafting, implementation, interpretation, operation and termination of all types of retirement, welfare benefit and fringe benefit plans.

COMPLIANCE

Our attorneys advise clients about compliance issues that apply to all types of employee benefit plans. When compliance problems occur, we provide solutions that may include the Internal Revenue Service's Employee Plans Compliance Resolution System and the Department of Labor's Delinquent Filer Voluntary Compliance Program. We also assist clients in preparing employee communications to satisfy their disclosure obligations.

CORPORATE TRANSACTIONS

Our attorneys help structure the terms of business acquisitions, joint ventures and divestitures. We counsel clients regarding the impact of the transactions on employee benefit plans of both buyers and sellers. Post-acquisition, we work to clean up, maintain and terminate employee benefit plans. We also help structure the terms of executive compensation plans or individual arrangements in connection with corporate transactions.

PLANS, PLAN AUDITS AND GOVERNMENT FILINGS

We have a great deal of experience in counseling tax-exempt, governmental and church affiliated organizations with their benefits issues. We are well versed in issues related to Section 403(b) tax sheltered annuities and Section 457 deferred compensation plans of both governmental and non-profit entities. We also counsel clients and assist them in responding to and, when necessary, negotiating with the IRS and the Department of Labor for plan audits. Additionally, we obtain determination letters for plan qualification, plan terminations, prohibited transaction exemptions and private letter rulings.

COMPENSATION

Our team helps design and implement executive compensation arrangements, including C-level employment, severance and change of control arrangements; deferred compensation; and supplemental executive retirement plans. We are experienced in the design and implementation of compensation programs for tax-exempt employers and the unique issues they face.

FRINGE BENEFITS

We assist clients in developing innovative fringe benefit programs to help attract and retain talent, such as expanding tuition assistance programs to include direct payment of student loans, implementing dependent care assistance programs, tailoring loan arrangements for specific segments of a workforce and consulting on ways to provide housing assistance.

CONNECT WITH US



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