

EMPLOYEE BENEFITS

Sheppard Mullin offers clients a premier benefits law practice. Our attorneys have represented employers, plan sponsors, investment managers, plan fiduciaries, plan trustees and syndicators of investment vehicles in connection with all aspects of qualified and nonqualified retirement plans and employee benefit matters under the Employee Retirement Income Security Act of 1974 (ERISA) and the Internal Revenue Code of 1986. As a result, we have had the opportunity to analyze issues, provide advice, draft documents and negotiate positions from many different perspectives. Our well rounded expertise in this highly complex area of the law has benefited our clients for the last several decades. Our experience includes:

- Defined contribution and defined benefit plans
- Profit sharing and 401(k) plans
- Supplemental executive retirement plans (SERPs)
- Employee Stock Ownership Plans (ESOPs)
- Rabbi trusts
- Deferred compensation plans
- Split dollar life-insurance plans
- 403(b) tax sheltered annuities
- Self-funded and insured health and welfare benefit plans
- HIPPA related challenges

Our advice spans the design, implementation and administration of all such plans. It also includes all work associated with the defense of employee benefit disputes, the evaluation of benefit claims and securing determinations from the Internal Revenue Service and, where necessary, the Department of Labor.