

## Employee Benefits & Executive Compensation

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### Practices & Sectors

Corporate  
Transactions

Seyfarth Benefits  
Consulting

Employee Stock  
Ownership Plans  
(ESOPs)

Equity & Executive  
Compensation

Health & Welfare  
Benefit Plans

HIPAA Privacy &  
Security

International  
Employee Benefits

Multiemployer Plans

Retirement Plans

ERISA & Employee  
Benefits Litigation

Institutional Investor

### Specialty Teams

Health Care Reform  
Team

Health Care Fraud  
and Provider Billing  
Litigation Team

Whistleblower Team

### **Robert P. Flanagan**

*Department Chair*

Employers depend on the experienced attorneys and staff in Seyfarth Shaw's Employee Benefits and Executive Compensation practice to guide them through a morass of regulations related to executive pay, health care reform, pension funding and ERISA litigation and administrative services through Seyfarth Benefits Consulting Group.

As one of the largest employee benefits groups in the U.S., our attorneys and professional staff proudly and competently represent some of the largest and most well-known businesses engaged in key industries such as manufacturing, retail, health care, insurance and financial services.

The Employee Benefits & Executive Compensation Department is relationship-driven, with a focus on supporting our clients' ongoing legal counseling needs with respect to the establishment, maintenance and even termination of their retirement, health and welfare, and executive compensation plans and programs. Our group is efficiently divided into internal specialty groups such as those focusing on health and welfare programs, executive compensation, defined contribution plans, defined benefit plans, multi-employer plans, fiduciary advisory services and administrative services. This ensures that sophisticated issues are handled by attorneys and legal staff with specialized knowledge who are best equipped to find the quickest and most innovative solutions for our clients.

Seyfarth is particularly strong serving the ongoing employee benefits needs of major employers who require an efficient and effective way to manage human resources. We assist clients with every aspect of these needs, from designing, drafting and implementing plans and agreements to counseling on compliance, fiduciary duties and administration. Additionally, businesses routinely tap Seyfarth to represent them on the benefit aspects of their corporate transactions and to act as special counsel in mergers and acquisitions, divestments, and joint ventures. We work closely with legal, consulting and other professionals to achieve the best solutions for our clients, both domestically and around the globe.

Seyfarth's multi-disciplinary team includes attorneys experienced in the legal and consulting challenges of employee benefits and executive compensation plans as well as the business concerns shared by a broad range of businesses in today's market. In 2010, we assembled Seyfarth's Health Care Reform Team, whose primary goal is to stay on top of rapidly changing developments in health care reform. Together, we are committed to easing our clients' burdens of regulatory compliance and conveying important information and legislative updates to stakeholders through timely client alerts, educational materials, seminars and webinars, most at no cost. As a result, our clients can gain a competitive edge while staying focused on the day-to-day challenges of running their businesses.

It's no wonder that Seyfarth has earned national peer recognition for its cutting-edge approach and that our attorneys are regularly invited to speak at conferences and teach in advanced legal programs. As an added bonus, Seyfarth applies our industry-leading SeyfarthLean program to help our clients save costs and better manage events such as benefit plan restatements and plan terminations.

We are able to offer alternative arrangements and process mapping to add predictability to fees in such areas as Qualified Domestic Relations Orders (QDROs), Qualified Medical Child Support Orders (QMCSOs) Management, legal instrument reviews, claim administration and isolated

large employee benefits matters. For further examples, click [here](#) for an overview of our Seyfarth Benefits Consulting.

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**Key Offerings**

- Defined contribution plans and other retirement plans such as 401(k) and employee stock ownership
- Defined benefit plans
- Health and welfare benefit plans, including health care reform, HIPAA privacy and security consumer driven health spending accounts, health reimbursement arrangements and voluntary employee beneficiary associations
- Executive & Equity Compensation, including supplemental retirement plans, deferred compensation arrangements, executive employment and separation agreements, incentive programs, as well as severance and change-in-control programs
- Board, compensation committee, and other fiduciary advisory services
- Administrative services through Seyfarth Benefits Consulting
- Multiemployer plans
- ERISA and employee benefits litigation