



Employee Benefits and Tax

Overview

Employee benefits and executive compensation arrangements present you with many tax and legal issues that are much too complex for non-specialists. You want a team of attorneys who exclusively practice in this area to help you get to the bottom line.

The Fisher Phillips Employee Benefits Practice Group helps employers comply with the many layers of statutory and regulatory requirements affecting employee benefits in a responsive manner that is efficient in terms of both time and cost.

BREADTH OF SERVICES

In addition to providing day-to-day advice on various employee benefits and executive compensation tax and legal issues, we offer an entire array of benefits services for your company. We draft and review plan documents, prepare summary plan descriptions and other employee communications, draft and review annual IRS Forms 5500 and other returns, and provide advice regarding Employee Retirement Income Security Act (ERISA) fiduciary issues, prohibited transactions and other plan asset issues. We are well-versed in Consolidated Omnibus Budget Reconciliation Act (COBRA) continuation coverage issues, Health Insurance Portability and Accountability Act (HIPAA) privacy compliance, employment tax and income tax withholding concerns, and multiemployer plan withdrawal liability matters. Finally, we can represent you before the Internal Revenue Service (IRS), United States Department of Labor (USDOL) and Pension Benefit Guaranty Corporation (PBGC) in proceedings such as audits, investigations, and corrections, and we represent your interests in employee benefits and executive compensation litigation.

DEPTH OF EXPERIENCE

Our client base covers the entire spectrum of employers – from small start-ups with a handful of employees, to large, publicly traded companies employing tens of thousands of workers. Because we have such a broad base of clients, we regularly assist with all aspects of benefits and executive compensation law, including 401(k) and other qualified and non-qualified retirement plans, health and welfare benefit plans, wellness plans, cafeteria plans, healthcare reform strategy and compliance, executive compensation arrangements, and employment tax compliance and controversy work.

OUR UNIQUE APPROACH

We stand out from other benefits lawyers in that we offer practical solutions to legal issues, communicating with you in straightforward plain English rather than technical “code-speak.” We understand that your benefits program does not operate in a vacuum, so rather than solely focus on the legal elements of your actions, we always consider the economic, accounting, employee-relations, and employee-communications aspects of your decisions. This is how our proactive and creative advice adds value to your organization.

Insights

EVENT

05/06/25

Dallas Employment Law Seminar: What Texas Employers Need to Know

Adam F. Sloustcher, Amanda E. Brown, Annie Lau, Collin Brodrick, David J. Walton, Ron M. Pierce, Jocelyn Campanaro

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04/17/25

Current Landscape of Retirement Plan and Health & Welfare Plan Compliance - 2025

Jennifer S. Kiesewetter

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04/02/25

Unlock Savings & Simplify Compliance: Colorado FAMILI Private Plan Application Guide

Ron M. Pierce

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Your Employees Are Financially Stressed: A Growing Benefits Trend Can Help Your Workforce (and Your Business)

Jennifer S. Kiesewetter

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03/20/25

FP SCOTUS Predictions: Supreme Court Will Rule Against Retired Firefighter in Post-Employment ADA Case

Lisa A. McGlynn, Robin Repass

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03/12/25

Media Outlets Cover the Arrival of Geoffrey Forney

Geoffrey Forney

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NEWS

03/10/25

Fisher Phillips Continues Growth Momentum in Portland, Maine

Geoffrey Forney, Christopher P. Stief

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01/28/25

Partner Shares What California Employers Need to Know Regarding Wildfires

Andrew J. Sommer

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01/27/25

5 New ACA Reporting and Penalty Rules Employers Will Be Happy About

Anne Yarovoy Khan, Jennifer S. Kiesewetter, Katie Reynolds

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01/22/25

FP Workplace Law Forecast 2025

John M. Polson, Richard R. Meneghello

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