

# Employee Benefits



Damon & Morey attorneys have responded innovatively to the changing employee benefits climate by bringing together professionals experienced in law and benefit plan design, documentation and administration. The result is a comprehensive employee benefit plan service. The Firm's strength is assisting clients in the design of policies and procedures that reduce, to the maximum extent possible, the liability risks inherent in the complex laws, regulations and court decisions governing employee benefit plans.

The Firm's attorneys represent plan sponsors, trustees, financial service and investment advisory firms and third party service providers. Damon & Morey attorneys possess substantial experience in the design, documentation and management of benefit programs for tax exempt employers. The Firm is capable of consulting on the tax, compliance and funding issues unique to plans maintained by these employers such as tax sheltered annuities (i.e., 403(b) programs), flexible spending accounts and 457 plans.

The experience of Damon & Morey's employee benefits attorneys extends to the design, documentation and administration of:

- compensation and benefit plans for key employees;
- qualified retirement plans such as 401(k) plans, defined benefit plans and ESOPs; and
- ERISA-regulated welfare plans, such as cafeteria plans and self-insured medical and dental plans.

Damon & Morey attorneys help employers attract, motivate and retain key employees. If properly designed, most non-qualified benefit plans are wholly exempt from the complex maze of laws, regulations and judicial decisions that apply to qualified retirement plans and other group benefit programs. Creative planning in this area can significantly enhance an employer's ability to attract, motivate and retain its key people. Damon & Morey attorneys regularly assist employers in designing and establishing special arrangements for management employees, including stock option and phantom stock plans, non-qualified 401(k) plans and supplemental retirement plans.



## PRACTICE GROUP MEMBERS

### Partners

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## Employee Benefits - continued

Damon & Morey attorneys also help employers design affordable retirement, health and benefit plans that maximize benefits for owners and key employees, meet competitive pressures and provide benefit choices for participants. The Firm counsels clients with respect to the implementation of employee benefit plans such as cafeteria plans, which allow employees the opportunity to select the benefits most important to them and pay for personal health and welfare expenses on a tax-effective basis.

Damon & Morey attorneys are experienced in the development of policies and procedures designed to control the liability risks associated with the complex set of laws, regulations and judicial decisions governing employee benefit plans. These services include:

- assistance in the development of self-audit and voluntary compliance approaches;
- identification and resolution of issues arising in multiple-company structures and merger and acquisition contexts;
- audit representation;
- assistance in resolving claims disputes; and
- COBRA consulting services.