

## Service

## Compensation and Employee Benefits



To attract and retain the best talent, a business must provide a competitive compensation and benefits package. As employers, your plate can fill up fast managing the day-to-day operations of your business, leaving little time to focus on your company's overall employee benefits and compensation value proposition. Ever-changing employment rules and the new hybrid or remote working arrangements have made designing and managing your total reward programs more complicated than ever.

## Take it from us

At Mirick, we take the stress off you by advising you on the design, administration, operation, and interpretation of executive compensation and workforce benefit plans; legal compliance, reporting and disclosure requirements; and the appropriate administrative procedures.

- Comprehensive executive compensation plans
- Tax-qualified retirement plans
- Fringe benefits plans
- Welfare benefit plans
- Deferred compensation arrangements
- Tax impacts and government reporting

In addition, clients rely on us for counsel regarding ERISA, ACA, security rules; COBRA; FMLA; and group health rules.

## CHAIR

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## Related Services

**Business Law****Labor, Employment and  
Employee Benefits****Tax****Trusts and Estates**

## Related Industries

**Healthcare****Manufacturing****Non-Profit Organizations**

## Knowledge is Key

Our clients appreciate the guidance we provide with respect to the following:

- Designing fiduciary governance structure to manage ERISA fiduciary liability risk and counseling fiduciaries regarding their ERISA duties and the prohibited transaction rules
- Planning audits for legal compliance
- Correcting plan failures under the IRS and DOL voluntary correction programs
- Reviewing of management compensation arrangements and compliance with intermediate sanctions
- Conducting negotiations and due diligence related to executive compensation and workforce benefits plans in business mergers, initial public offerings, acquisitions, and dispositions, including multi-employer withdrawal liability
- Handling executive compensation and workforce benefits issues arising in bankruptcy transactions

We have extensive experience practicing before federal agencies, including the Internal Revenue Service, the Department of Labor and the Pension Benefit Guaranty Corporation, as well as in state and federal courts. We have served as special counsel for companies, other law firms and accounting firms providing executive compensation and workforce benefits advice, and we work with our Trusts and Estates Group, advising clients on the complex income, excise and estate tax rules governing plan distribution to estates and individuals.