

Employee Benefits, ERISA + Executive Comp

We assist our clients with the effective design, implementation and legal compliance issues associated with qualified retirement plans, welfare benefit plans, and non-qualified deferred compensation and bonus plans. We understand that every client's circumstance and objectives are unique – and we pride ourselves on giving our clients both technical and practical advice, resulting in a better understanding of the legal alternatives available to them.

The attorneys in our employee benefits group bring more than 100 years of collective experience to the table, including practice history with the Internal Revenue Service (IRS) and community leadership with the Columbus Bar Association, the Ohio State Bar Association and through other local and national presentations and published works.

Our Services

- + Qualified retirement plan design and implementation
- + Maintenance of qualified retirement plans
- + Analysis and advice on fiduciary duties
- + Non-qualified deferred compensation plan design and implementation
- + Merger and acquisition due diligence
- + ESOP due diligence, design and implementation
- + Health and welfare plans
- + Qualified domestic relation orders
- + Collectively bargained employee benefit plans
- + ERISA litigation

Our Clients

Our clients include both privately and publicly held companies, from single-member LLCs to large corporations. The common denominator? A desire to recruit – and retain – employees that will maximize a company's business success and the seamless implementation of retirement and benefit packages that will draw the best employees into the company. We regularly work with:

- + **Colleges and universities:** adjunct professors; ERISA compliance of 403(b) plans; documentation compliance
- + **Financial institutions:** administration of IRAs and similar benefit plans; designation of trusts as beneficiaries
- + **Banking institutions:** design and implementation of deferred compensation arrangements; ensuring compensation packages are tax and Dodd-Frank compliant
- + **Restaurants/food and beverage service:** issues related to part-time and hourly employees (e.g. tip income); assistance with health care reform concerns

We have assisted and advised a number of key clients:

- + **Laurel Health:** transitioning 401(k) plan to new provider
- + **Donatos:** ongoing assistance with qualified and non-qualified retirement plans
- + **Cardinal Health:** employee benefits due diligence in the context of acquisitions
- + **Franklin University:** assistance with 403(b) plan documentation and ERISA compliance
- + **Catholic Diocese of Columbus:** benefit plans
- + **Roush Honda:** ESOP and non-qualified deferred compensation plans
- + **Commercial Vehicle Group:** union-negotiated benefits; defined benefit pension plan administration and compliance; QDROs; deferred compensation for international employees; due diligence in the context of acquisitions

Contact Us

For more information on our ERISA and employee benefits services, please contact Tom Sigmund.

Our Team

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