



## **BENEFITS AND COMPENSATION**

### **Open For Business**

Providing employee benefits requires deciphering, interpreting and applying arcane, often highly complex and occasionally uncertain laws under the Internal Revenue Code and the Employee Retirement Income Security Act (ERISA). Over the years, the stakes have been raised as the result of frequent litigation and increased legislative and regulatory oversight.

### **Understanding the Complex**

Employers today need practical and decisive advice on how these laws affect their business and employees. To obtain such advice, companies around the globe call on the attorneys in Barnes & Thornburg LLP's Compensation and Employee Benefits Practice Group. At Barnes & Thornburg, our lawyers are experienced in advising multinational businesses of all sizes - from Fortune 500 companies to entrepreneurs - on how to navigate the maze of regulatory compliance.

### **Making the Difficult Look Simple**

Knowing how the laws affect employee benefits is not enough. Your best decisions are those made with a full understanding of the applicable legal requirements. Our value to our clients is being able to apply these laws in a common sense manner and, just as important, to explain them in language that is easy to understand. As your adviser, in addition to your lawyer, we believe it is important to -demystify- what can appear at times to be inordinately complex.

### **Commitment to Service**

### **Why Barnes & Thornburg?**

Finding new ways to help clients identify solutions and new business opportunities, across industries, is at our core. We are, at times, more than lawyers, we are advisers bringing new ideas to light. We understand what keeps you up at night and work collaboratively to find practical and creative solutions, at the heart of business.

### **AREAS OF CONCENTRATION**

Defined Benefit Plans

Defined Contribution - 401(k) Plans

Employee Benefits Litigation

Employee Stock Ownership Plans (ESOP)

Executive Compensation

Welfare Benefit Plans

### **RELATED PRACTICES**

Corporate

Labor and Employment

How your employees are treated is important to you. That, in turn, makes it important to us. The attorneys who make up the Barnes & Thornburg Compensation and Employee Benefits Practice Group are committed to being available whenever and wherever you need us, to assist you in navigating the intricate web of statutory, regulatory, and fiduciary requirements governing employee benefits.

Our attorneys deliver guidance on the complex and often confusing issues related to compensation and employee benefits, including the following:

- Defined Contribution/401 (k) Plans
- Defined Benefit Plans
- Employee Stock Ownership Plans
- Welfare Benefit Plans
- Executive Compensation
- Tax-Exempt and Governmental Employers
- Employee Benefits Litigation

## Practice Leaders



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