



EMPLOYEE BENEFITS

Group Chairs

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Related Lawyers

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Related Practices

Corporate and Business
Labor & Employment
Litigation
Tax

Dilworth Paxson's Employee Benefits Group practices in the following areas:

- Pension, profit and 403(b) sharing plans – drafting and design
- Affordable Care Act compliance/Health Care Reform
- Governmental pension and 457 plans
- Employee benefits issues in liquidations, bankruptcy, mergers and acquisitions
- Qualified retirement plan audits by IRS and the DOL
- IRS and DOL plan correction program filings
- Determination letter filings with IRS (Forms 5300, 5307 and 5310)
- Employee Retirement Income Security Act (ERISA) fiduciary/compliance issues
- Design and implementation of welfare benefit plans, cafeteria plans, HSAs; HRAs and flexible spending accounts
- Welfare benefit plans, cafeteria plans, and flexible spending accounts
- Non-qualified plans and Internal Revenue Code Sections 409A, 457(b) and 457(f)
- Plan termination submissions to the IRS and PBGC
- Issues related to collectively-bargained and Taft-Hartley multi-employer plans withdrawal liability
- Taxation of retirement plan/IRA distribution issues
- Health, disability, and life insurance
- Annual report (Form 5500 Return) preparation and review
- Employee stock ownership plans (ESOPs)

The group assists its clients to achieve their business goals in a manner consistent with the ever-changing requirements of such federal agencies as the Internal Revenue Service (IRS), the US Department of Labor (DOL), and the Pension Benefit Guaranty Corporation (PBGC).

Dilworth's Employee Benefits Group lawyers continuously monitor both labor and federal tax laws in order to provide clients with effective and economical counsel in addressing these challenging areas of law. Our lawyers collaborate with other Dilworth attorneys on a variety of issues relevant to clients. The Employee Benefits Group regularly works with lawyers in the Firm's Tax Group, Business Department, Litigation Department, and Labor & Employment

Group.

ERISA and Other Employee Benefits Litigation

Dilworth Paxson has substantial experience representing plans, employers and third-party administrators in ERISA and benefits-related claims. This litigation has involved benefit denials, fiduciary responsibility, prohibited transactions, preemption, breach of contract, promissory estoppel and unfair insurance practices.

Representative Matters

- Multi-employer pension plan issues.
- Addressing IRS tax and fringe benefit audit issues for a large governmental authority.
- Settling significant retirement plan audit issues with the IRS with regard to a cross-tested retirement plan.
- Negotiating with the DOL and settling various retirement plan fiduciary issues, especially with respect to payment of reasonable fees.
- Advising HR department clients on the regulations on 401(k) fee disclosures and compliance with the Affordable Care Act (Obamacare).
- Obtaining a favorable determination letter for a large governmental pension plan.
- Preparing and filing IRS and DOL Plan Correction Submissions.

Client Successes

- Philadelphia Inquirer, Daily News and Philly.com Acquisition

NEWS / EVENTS

Press Releases

- Dilworth Attorneys Named 2016 Pennsylvania Super Lawyers And Rising Stars
- Dilworth's Matthew Whitehorn Appointed Chair of Internal Revenue Service's Advisory Committee

Media Coverage

- Matt Whitehorn reflected on the importance of ERISA

Articles

- Checklist: Wellness Programs

E-Alerts

- Supreme Court Requires FICA Withholding for Certain Severance Payments in Quality Stores Ruling
- ACA Update: Why Your Company Should Be Tracking Employees' Hours Now
- Retirement Plan Amendments May Be Required To Reflect Supreme Court's Holding in Windsor Regarding Same-Sex Marriages
- Are You in Compliance with the Affordable Care Act?
- Under Cromnibus, Multiemployer Pension Plans Can Cut Benefits and Other Key Recent Pension Law Changes
- Important: Philadelphia Sick Leave Law Starts May 13
- ERISA Plan Fiduciaries Must Aggressively Pursue Subrogation Rights or Potentially Lose Out
- Dilworth's Matthew I. Whitehorn To Receive Award For Public Service From Villanova Law School Alumni Association
- Dilworth Paxson's Matthew Whitehorn and Stephanie Searles to Present Penjerdel Employee Benefits and Compensation Association's "Retirement Plans Boot Camp 2017" on June 8
- New Mortality Table For Defined Benefit Plans
- Association Health Plan (AHP) Update
- Dilworth Paxson's Matthew Whitehorn and Stephanie Searles Vogel to Present Penjerdel Employee Benefits and Compensation Association's "2018 Retirement Boot Camp" on May 17
- Join Dilworth Paxson & Citrin Cooperman for a Seminar on December 12: "Business Planning & Tax Reform Changes - Understanding The Impact to You & Your Business"

Events

- ERISA Update
- Patient Protection & Affordable Care Act: Employer Considerations and Responsibilities