

## CONTACT

Kirsten L. Vignec

## PEOPLE

Bret Hamlin

Brett J. Preston

Alton C. Ward

Timothy P. Zehnder

## AREAS OF CONCENTRATION

Executive Compensation

Fiduciary & Prohibited Transactions

Health & Welfare Plans

Professional Employer Organizations

Qualified Retirement Plans

Representation Before Federal Agencies

Tax Exempt Organizations

## RELATED CAPABILITIES

Executive Compensation

Fiduciary & Prohibited Transactions

Health & Welfare Plans

Professional Employer Organizations

Qualified Retirement Plans

Representation Before Federal Agencies

# EMPLOYEE BENEFITS & EXECUTIVE COMPENSATION

Our attorneys provide a full range of services in connection with the establishment and maintenance of all types of employee benefit and executive compensation plans.

With over 100 years of combined experience, our professionals are nationally recognized for their depth and breadth of experience and expertise in the benefits area. All of our group's shareholders are listed in *Best Lawyers in America*, and together they make up one of the largest employee benefits practices in the Southeast. Recently, our practice was named #1 in Tampa and #1 in Florida by *Best Lawyers in America*.

We provide equity compensation, executive compensation, and fiduciary advice, as well as representation before various federal agencies. We also serve as benefits counsel to companies involved in merger and acquisition transactions.

We represent public and private companies, tax-exempt organizations, professional employer organizations (PEOs), professional associations and financial institutions, both within Florida and throughout the country.

## NOTEWORTHY

*"It has been a very positive experience working with the team. I have a lot of confidence in the work they do and think highly of them."* Client quote, *Chambers USA 2022*.

*"The firm's strengths are timeliness of responses, quality of response and having a balanced legal and business approach to difficult matters."* Client quote, *Chambers USA 2021*.

## EXPERIENCE

We have assisted clients in the following areas:

- Negotiating significantly reduced penalties assessed by the IRS under the employer shared responsibility provisions of the ACA. In

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one such instance, the client had been assessed penalties of over \$2 million dollars which were reduced to \$0.

- Guided a large hospital system of over 20,000 lives through several retirement plan mergers which included defined benefit plans, defined contribution plans, and nonqualified plans.
- Successfully defended a client against an attempted lawsuit alleging that the plan fees were excessive.

### NEWS & INSIGHTS

Hill Ward Henderson Attorneys and Practices Receive 2022 Chambers Recognition

6.1.22

Hill Ward Henderson Receives Regional Rankings from U.S. News – Best Lawyers® 2022

Firm News, 11.4.21

Hill Ward Henderson Attorneys and Practices Receive 2021 Chambers Recognition

Firm News, 5.20.21

Hill Ward Henderson Receives National and Regional Rankings from U.S. News – Best Lawyers® 2021

Firm News, 11.5.20

Hill Ward Henderson Receives National and Regional Rankings from U.S. News – Best Lawyers® 2020

Firm News, 11.1.19

### CLIENT ADVISORIES

Secure 2.0 Passes - Makes More Key Changes to Retirement Plans Advisory, 1.6.23

2023 Employee Benefit Plan Limits Have Been Released Advisory, 10.21.22

Retirement Plan Mid-Year Compliance Review Advisory, 7.19.22

Required Amendments for Cafeteria Plan and FSA Plan Changes Permitted Under Pandemic Relief Advisory, 11.12.21

2022 Employee Benefit Plan Limits Have Been Released Advisory, 11.5.21

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Required Comparative Analyses of Non-Quantitative Treatment Limitations on Mental Health/Substance Use Disorder Benefits Advisory, 10.6.21

DOL Releases Cybersecurity Guidance For Retirement Plans Advisory, 5.24.21

Final Transparency in Coverage Rules Introduce New Disclosure Requirements for Group Health Plans Advisory, 4.19.21

Update On the ARPA Cobra Subsidy: DOL Releases Additional Guidance and Model Notices Advisory, 4.15.21

New Dependent Care FSA, COBRA Coverage and Medical Expense Relief for 2021 Advisory, 4.1.21

New Electronic Delivery Safe Harbors Advisory, 11.13.20

2021 Employee Benefit Plan Limits Advisory, 10.27.20

COVID-19 Related Relief Extends Deadlines For Plan-Related Notices And Claims Advisory, 5.12.20

CMSHHS Issues FAQs on Essential Health Benefits and COVID-19 Advisory, 3.17.20

IRS Issues Guidance for HDHPs and Expenses Related to COVID-19 Advisory, 3.12.20

Post-Secure Act, Is Your Special Notice Up To Date Advisory, 3.6.20

The Secure Act Becomes Law Advisory, 1.31.20

New Health Reimbursement Arrangements Coming Soon Advisory, 11.26.19

2020 Employee Benefit Plan Limits Advisory, 11.6.19

FICA Taxes on Nonqualified Deferred Compensation Plans Advisory, 9.19.19

## Employee Benefits & Executive Compensation

IRS Expands Self Correction Program  
Advisory, 8.29.19

IRS Expands Determination Letter Program for Individually Designed  
Plans  
Advisory, 8.19.19

New Guidance on Tax-Exempt Employers' Parking Programs  
Advisory, 4.18.19

Department of Labor Provides Opinion on FMLA Leave  
Advisory, 4.18.19

U.S. Department of Labor Issues Notice of Proposed Rulemaking to  
Update Overtime Regulations  
Advisory, 4.18.19

IRS Voluntary Correction Program Goes Digital for 2019  
Advisory, 4.18.19

The Ins and Outs of Retirement Plan Committees  
Advisory, 4.18.19

Have You Made Your 2019 Retirement Plan Resolutions?  
Advisory, 1.10.19

ERISA Group Benefits Newsletter November 2018  
Advisory, 11.20.18

ERISA Group Benefits Newsletter October 2018  
Advisory, 10.17.18

ERISA Group Benefits Newsletter September 2018  
Advisory, 9.4.18

ERISA Group Benefits Newsletter 2018  
Advisory, 5.16.18

ERISA Newsletter November 2016  
Advisory, 2.21.17

ERISA Newsletter October 2016  
Advisory, 2.21.17

ERISA Newsletter May 2016  
Advisory, 2.21.17

ERISA Newsletter January 2017  
Advisory, 2.21.17

## **Employee Benefits & Executive Compensation**

ERISA Group Benefits Newsletter - Recent Court Decisions Impacting Employee Benefit Plans - July 2015  
Advisory, 7.24.15

ERISA Group Benefits Newsletter - Same Sex Marriage Compliance Issues - May 2015  
Advisory, 5.7.15

ERISA Group Benefits Alert - New Federal Healthcare Rules - December 2012  
Advisory, 12.31.12

ERISA Group Benefits Alert - November 2012  
Advisory, 11.30.12

ERISA News Alert - Health Care Reform Do You Know How to Handle Medical Loss Ratio Rebates - August 2012  
Advisory, 8.31.12

ERISA News Alert - Health Care Reform and The Supreme Court Decision - July 2012  
Advisory, 7.31.12

ERISA News Alert - SBC Requirements - June 2012  
Advisory, 6.30.12

ERISA Group Benefits Alert - November 2011  
Advisory, 11.30.11

Trusts & Estates Client Advisory - Fall 2011  
Advisory, 10.31.11

ERISA Group Benefits Alert - June 2011  
Advisory, 6.30.11