

Our Team:

Orrick has an elite and pragmatic team of Compensation and Benefits lawyers and legal analysts who are experts in the most important areas of employee benefits law. We are a one-stop destination practice for a wide range of clients, including financial institutions, investment managers and other financial service providers, as well as many public and private companies. Drawing on our accumulated wealth of knowledge and experience, we partner with our clients to provide comprehensive and sophisticated answers to legal questions varying from the day-to-day to those that are unique and complex. Because of our expertise and experience, we often provide “start to finish” employee benefits solutions on a fixed-fee basis, which permits predictability of budgeting.

Our Core Practices:

- **Qualified and Nonqualified Retirement Plans.** We help our clients design, establish and administer their qualified retirement plans and nonqualified deferred compensation and supplemental retirement arrangements. We take a practical approach to internally solving many of our clients’ operational issues and when necessary, we successfully advocate for our clients before a variety of state and federal agencies, including the Department of Labor, the Internal Revenue Service and the SEC.
- **Health and Welfare Benefit Plans.** With the recent enactment of health care reform legislation, the compliance challenges affecting health and welfare plans have become increasingly urgent and complex. We help our clients anticipate and navigate the shifting landscape of health and welfare benefit plan regulation, including health care reform guidance and regulations governing cafeteria plans, COBRA and HIPAA.
- **Investment Issues.** We have in-depth expertise in all aspects of benefit plan participation in the capital markets. We assist our plan sponsor clients with the fiduciary issues associated with benefit plan investment and our financial institution clients with financial and investment product regulatory compliance, which includes compliance with ERISA and the Internal Revenue Code and general financial legislation, such as the Dodd-Frank Act.
- **Governance and Fiduciary Issues.** Not only do we assist our plan sponsor clients with understanding their fiduciary obligations and how to comply with such obligations, we help them maximize the productivity and value of their third-party service providers. Further, we advise the fiduciary committees of plan sponsors on proper plan governance and fiduciary compliance and help them effectively limit their fiduciary liability by delegating their responsibilities to third-parties responsible for investment management and administration.
- **Mergers and Acquisitions/Plan Terminations.** We handle the employee compensation and benefits aspects of all types of complex transactions, and, most importantly, we remain on the team after the transaction to ensure smooth integration of people and programs.
- **Dispute Resolution.** Our ERISA litigators are available to defend our clients against all manner of ERISA controversies.

For further information regarding Orrick’s compensation and benefits practice, and for descriptions of other areas of our practice, such as executive compensation and global equity, please contact Jonathan Ocker, compensation and benefits practice group chair, at 415-773-5595 or jonocker@orrick.com, and Sarah Downie at 212-506-5234 or sdownie@orrick.com.