



## Employee Benefits and Executive Compensation

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Implementing and administering employee benefit plans has become increasingly complex as tax and health care laws undergo constant change. Our expertise enables us to anticipate problems and assist our clients in navigating through the maze of regulations and technical requirements. We are able to couple our technical benefit plan expertise with our legal and practical labor relations experience to provide optimum solutions.

We offer a full-service approach to our clients, in all facets of executive compensation plans, employee retirement plans, welfare benefit plans, stock option and employee stock ownership plans, fringe benefit plans, multi-employer Taft-Hartley funds and non-qualified plans, including design, drafting, administrative advice and representation before the Internal Revenue Service, the United States Department of Labor and the Pension Benefit Guaranty Corporation.

We also represent trustees of multi-employer plans and provide assistance to contributing employers on payroll audits and withdrawal liability matters.

Our Employee Benefits Group is uniquely qualified to serve the needs of our clients. They have created and assisted with the implementation of executive compensation programs, retirement plans, welfare plans and non-qualified plans for many different types of employers, taking into account each employer's needs and culture. They assist companies in developing strategies to assess the short and long term cost implications of benefit programs and balancing those objectives with the interests of employees, collective bargaining considerations, regulatory requirements and tax consequences.

### Employee Benefits and Executive Compensation Practice

Affordable Care Act, HIPAA and COBRA Compliance

Executive and Non-Qualified Deferred Compensation Benefits

Governmental Employee Benefits

Health and Welfare Benefit Plans

IRS, DOL and PBGC Audit and Correction Counseling

Multi-Employer / Taft-Hartley Plans

Retirement Plans

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By working with our clients to understand their human resources and business objectives, our Employee Benefits Group helps establish an overall framework that meets each clients' immediate and long term needs. They are able to efficiently design and implement an employee benefits program that makes sense from both a cost and operational viewpoint.

### **News, Events, and Publications**

#### **Chad DeGroot Highlights Key Wellness Program Risks in Law360**

03.17.2022

#### **Jill O'Brien Honored on Top 50 Women List in Illinois by Super Lawyers**

01.28.2022

#### **Best Lawyers and Ones to Watch Lists Include Five Laner Muchin Attorneys**

08.19.2021

#### **Andrew Goldberg to Address Compensation Law Hot Topics in a President Resource Organization Webinar**

07.20.2021

#### **Laner Muchin Welcomes Christina Wernick to the Firm**

05.05.2021

#### **Upcoming Event: Laner Muchin's Virtual Employment Law Conference**

09.24.2020

#### **Laner Muchin, Ltd. Announces Three New Firm Partners**

01.07.2020

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“Recent Class Action Lawsuit Involving Yale University’s Wellness Program Is A Cautionary Tale For Employers,” Among The Most Popular Class Action Posts for all of 2019 on JD Supra  
12.24.2019

Laner Muchin Partner Wes Covert Presented at the National Conference of the Christian Legal Society  
11.19.2019

Laner Muchin Named in U.S. News and Best Lawyers 2020 “Best Law Firms”  
*U.S. News and Best Lawyers*, 11.01.2019

Laner Muchin Attorney William H. Nichols Presented on “Best Fiduciary Practices for 401k/Defined Contribution Plans,” at the Special Advisor Forum Hosted by TPA Benchmark  
10.24.2019

9 things HR needs to know to curb bullying at work- HR Dive  
*HR Dive*, 10.11.2019

Yale Case Reminds Employers Of Key Wellness Program Risk  
*Law360*, 09.11.2019

Laner Muchin Ltd. Continues to Grow with Addition of Christina Jaremus and Alexandra McNicholas  
07.08.2019

Laner Muchin Achieves 100% Participation in the 13th Annual Chicago Bar Foundation Investing in Justice Campaign  
05.29.2019

Laner Muchin Partner Wesley H. Covert Participated on a Panel for the Bank of America Retirement and Benefit Plan Services 2019 Client Conference  
05.02.2019

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Fourteen Laner Muchin Attorneys Named 2019 Illinois Super Lawyers & Rising Stars

01.24.2019

Labor and Employment: Today's Evolving Legal Landscape

*Crain's Chicago* , 11.19.2018

Administrative position statements can play role in Title VII cases

*Chicago Daily Law Bulletin*, 11.07.2018

The Impact of Emojis on Employment Litigation

*Defense Research Institute in Raising the Bar, the newsletter of DRI's Young Lawyers Committee*, 10.08.2018

Laner Muchin Attorney Darin Williams Authors Article on "The Impact of Emojis on Employment Litigation"

10.08.2018

Laner Muchin Attorney Will Daniels Contributes Chapter on "Withdrawal Liability in Multiemployer Plans,"

Published by Bloomberg Law

10.04.2018

Overqualified? Or too old? Age discrimination case takes aim at biased recruiting practices.

*The Chicago Tribune*, 09.30.2018

Laner Muchin Attorney Joe Gagliardo Presented at the 14th Annual Employment Practices Liability Insurance ExecuSummit

09.28.2018

Laner Muchin Attorney William Daniels Participated on a Panel Discussing "How to Work in the States" for the International Federation of Exhibition and Event Services 2018 World Summit

06.29.2018

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Laner Muchin Attorney Wesley Covert Discussed Analyzing Health Care Medication Costs at the Chicago CHRO Leadership Summit  
06.05.2018

Laner Muchin Attorney Bill Nichols Discussed Legal Trends in Retirement Benefits at the Plan Sponsor Council of America National Conference (PSCA)  
05.03.2018

Can a Union Represent Your Temporary and Permanent Workers without Your Consent?  
*Exhibit City News*, 11.01.2017

Legalization and OSHA Anti-Retaliation Rules Post-Accident Drug Testing Considerations for Employers  
*TheSciTechLawyer, Spring 2017*, 03.05.2017

Is Your Company a Joint Employer?  
*Exhibit City News*, 03.01.2017

What Obligates an Employer to Pay Withdrawal Liability  
*Exhibit City News*, 11.11.2016

Employer Reporting Obligations  
*Exhibit City News*, 09.01.2016

Central States Pension Fund in Danger  
*Exhibit City News*, 07.01.2016

Withdrawal Liability Session  
03.18.2016

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Supreme Court Emphasizes Requirements About Selecting and Monitoring Plan Investments

09.21.2015