



Employee Benefits & Executive Compensation

We help companies and executives design benefit and compensation plans that meet their objectives while complying with the regulatory maze of rules impacting such plans. Our team provides tailored guidance to structure plans that attract and retain top talent, enhance employee engagement, and support long-term business success.

Employee Benefit Plans

We counsel clients on pension, 401(k), health care, cafeteria and other types of benefit plans, including design, administration and termination matters. When necessary, we advise fiduciaries on participant claims and defend against adverse actions by the IRS, US Department of Labor and other governmental agencies. We also advise employers on withdrawal liability assessments from union multiemployer pension funds.

Executive Compensation

We design compensation programs that focus on attracting and retaining employees by using financial incentives aligned with business objectives. Our team has worked with companies and individuals on the full range of compensation programs, including deferred, incentive and equity compensation, change-of-control arrangements and employment and termination agreements. We help executives manage the tax and regulatory implications of their compensation programs.

Corporate Transactions

We apply our extensive experience to the compensation and benefits aspects of buying, selling, merging, restructuring or taking a business public. We focus on identifying liabilities, such as unfunded pension and retiree medical benefits, to minimize the potential for unexpected post-sale liabilities.

KEY CONTACT

Jeffrey J. Bakker
Employee Benefits & Executive
Compensation

jbakker@nge.com

D. (312) 269-8270

RELATED CLIENT SERVICES

Corporate & Securities
Employee Benefits & Executive
Compensation
Financial Restructuring
Labor & Employment
Real Estate
Taxation
