

Employee Compensation and Benefits

Professionals

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Design and drafting of benefits plans

Proper design and careful drafting of employee benefit plans is crucial to their administration, and also the key to benefit determinations when claims are litigated. Our tax attorneys have years of experience designing and drafting welfare benefit and pension plans. We also assist clients with administration and compliance issues such as U.S. Department of Labor plan audits and investigations.

A breadth of business law knowledge

Our Employee Benefits Guidance and Litigation attorneys are drawn from the firm's Employment and Labor and Tax groups. In addition, our lawyers benefit from being able to draw upon Nexsen Pruet's many other business law practice groups, which helps ensure that our Employee Benefits Guidance and Litigation work supports overall client business objectives.

We focus on all forms of welfare and pension benefits for a wide range of organizations. Our employee benefits clients range from sole proprietorships to large firms with over 10,000 employees. We represent corporations, partnerships, LLCs and sole proprietorships, as well as many governmental and tax-exempt employers, such as hospitals, universities, charitable groups, credit unions and other organizations.

Retirement and compensation plans

The firm provides a wide spectrum of services to sponsors of qualified retirement plans, including ESOPs. Our services include:

- Design and implementation of plans
- Ongoing administration of plans
- Compliance with plan reporting and disclosure requirements
- Correction of qualification defects through various IRS-approved correction methods
- Correction and reporting of prohibited transactions
- Analysis of fiduciary responsibilities associated with the plans

We also have extensive experience in the design, implementation and administration of non-qualified deferred compensation plans, stock option plans, and other incentive compensation plans.

Health insurance and other benefits

In addition to retirement plan issues, our practice includes all aspects of the design, implementation and administration of all forms of welfare benefit plans, including fully insured and self-insured plans.

Our attorneys routinely counsel clients in matters pertaining to HIPAA and COBRA compliance. We also handle ERISA litigation involving the various types of pension and welfare benefit plans. Nexsen Pruet frequently works with various government agencies that regulate employee benefits, including the Internal Revenue Service, the United States Department of Labor and the Pension Benefit Guaranty Corporation.

News

06.29.2021 | Media Mention

David Dubberly Discusses Tips for Employers Providing Volunteer Time Off

09.12.2019 | News from Nexsen Pruet

Nexsen Pruet Adds Three Attorneys to Upstate South Carolina Employment Group

Insights

08.25.2021 | Article

Paid Time Off For Vaccinations – A Reason for an Employer Tax Credit

06.24.2021 | Article

One-Time Bonus and Pay for Volunteer Time Off Properly Excluded From Overtime Pay Calculation, Per Fourth Circuit

10.08.2020

Deferred Compensation Plans: Options and Considerations

08.25.2020

Retirement Plan Sponsors Must Soon Provide Annual Lifetime Income Illustrations

09.25.2019

Important News for Employers: Salary Increase for Overtime Exemption

09.18.2019

Caution: Ban Ahead - The Rise in Bans on Salary History Inquiries Requires Employer Diligence

09.11.2019

Employee Volunteer Community Service: Compensable or Not?

09.04.2019

UPDATE: Impending September 30 Deadline for EEO-1 Pay Data Collection

08.28.2019

Foreign Manufacturer + Union Campaign = Netflix Documentary (and Lessons for Employers)

08.15.2019

NLRB Seeks To Reinforce Employee Choice Through Regulatory Changes

07.24.2019

Fourth Circuit Affirms Abuse of Discretion Finding in Denial of Coverage for Long Term Disability Claim

01.23.2019

How The Partial Federal Government Shutdown Impacts Employment Law Matters

11.21.2018

Preparing the Workplace for Generation Z

10.09.2018

Accommodating Pregnant Employees in the Workplace

09.19.2018

Employees in Multiple States: Keeping track of changing laws and policies

09.12.2018

Hurricane Florence and the FLSA

08.01.2018

New North Carolina Law Decreases Protection to Employers

07.18.2018

Supreme Court Clarifies FLSA Exemption for Sales, Service Advisors, Partsmen, and Mechanics

07.18.2018

EEOC Fights to Keep #MeToo Movement Alive

07.03.2018

S.C. Employers Required to Use New Employment Discrimination Poster

06.20.2018

Unionization Tactics in the Carolinas

06.13.2018

NLRB Revives Helpful Personnel Policies

06.06.2018

New South Carolina Pregnancy Accommodations Act Requires Action by Employers

05.30.2018

Supreme Court Upholds Class Action Waivers in Employment Arbitration Agreements

05.23.2018

401(k) Fee Litigation: Coming to a District Court Near You...

05.16.2018

New Tax Law May Affect Mileage Reimbursement Policy for Employers

05.02.2018

The Tip Pool Saga Continues

04.18.2018

ICE Now Taking More Opportunistic Approach to Employer Sanctions

04.11.2018

DOL Launches "PAID" Self-Audit Program

04.04.2018

Employee Benefits and the Tax Cuts and Jobs Act

03.28.2018

Pay Bias Litigation Results in Costly Settlement

03.14.2018

Guns in the Workplace: A Three-Part Series

03.08.2018

EEO-1 Reporting Deadline is Rapidly Approaching

03.07.2018

Scheduling letters to federal contractors go out soon. Is your company ready for an audit by the OFCCP?

02.21.2018

N.C. Attorney General, State Representative Drafting Bipartisan Bill To Combat Security Breaches

02.21.2018

Court Approves \$22.5 Million Settlement Covering S.C. Workers

02.21.2018

Court Refuses to Enforce "Misleading" and "Sham" Arbitration Agreements

02.07.2018

Employers are Subject to Criminal Antitrust Charges for Wage-Fixing and No-Poaching Agreements

02.07.2018

Love Contracts and Policies on Office Romance: What Can an Employer Do if Love is in the Air?

01.31.2018

DOL Adopts New Test for Determining When Interns are Protected by FLSA

01.17.2018

Justice Department reverses course on marijuana enforcement: What it means for employers

01.10.2018

Legislators respond to recent sexual harassment scandals by introducing bills to ban arbitration in sex bias cases

01.03.2018

Confidential Sexual Harassment Settlements No Longer Tax Deductible

01.03.2018

New Year, New NLRB

10.11.2017

The Age Discrimination in Employment Act: Looking Back at the Last Fifty Years