

Qualified Retirement Plans

Our team's deep market knowledge of laws affecting retirement plans enables us to develop customized retirement plan solutions, practical advice, and strategies for our clients' unique needs and workforce composition. Our experienced benefits attorneys represent public companies, private companies, and private equity operating companies in retirement plan design and day-to-day plan compliance.

Key Contacts

[Anne Becker](#)

[Joseph S. Adams](#)

Areas of Focus

Defined Benefit Pension Plans

We assist plan sponsors, plan fiduciaries, and human resources (HR) and benefit specialists to design, draft, amend, and terminate traditional, PEP, and multiemployer pension plans—including assistance with cash balance conversions. We help clients with de-risking strategies for defined benefit pension plans, including plan freezes, consolidations, plan terminations, annuity placements and “lift-outs,” and lump-sum windows.

IRS, DOL & PBGC Audits & Compliance Programs

We represent employers who have been audited or sued by the Department of Labor (DOL), Pension Benefit Guaranty Corporation (PBGC), and Internal Revenue Service (IRS) with respect to their retirement programs. We aid employers in preparing for an audit, identifying potential issues, and helping with the production of requested materials to minimize the potential impact of an audit and negotiate the terms of closing agreements upon completion of an audit. We counsel clients on DOL and IRS compliance programs, such as EPCRS, VCP, DFVCP, and VFCP as well.

Related Capabilities

Employee Benefits & Executive Compensation

Resources

[Benefits Blast](#)

Related Insights & News

BLOG

IRS Provides Relief from the Physical Presence Requirement for Elections Made by Retirement Plan Participants and Beneficiaries

JUNE 8, 2020

BLOG

DOL Opens Defined Contribution Plans to Private Equity Investments

JUNE 5, 2020

BLOG

New Guidance from the Department on USERRA

AUGUST 28, 2019

BLOG

Fourth Circuit Finds Plan Administrator May Have Triggered Fiduciary Status

AUGUST 21, 2019

PODCAST

Episode 8: Overview of In-Plan Roth 401(k) Conversions

AUGUST 14, 2019

NEWS

Winston Advises Dana Incorporated in Pension Plan Termination and Annuity Buy-Out

JUNE 24, 2019

SPEAKING ENGAGEMENT

Joe Adams and Amy Gordon Address Cybersecurity Issues for Employee Benefit and Compensation Plans

APRIL 30 - MAY 1, 2019

BLOG

Supreme Court Declines to Review Attempt by USC to Compel Arbitration of ERISA Class Action Lawsuit

MARCH 4, 2019

BLOG

DOL Enforcement Initiative: The Law on Benefit Plan Expenses

MARCH 1, 2019

BLOG

Department of Labor Reaffirms ERISA Preemption of State Wage Withholding Laws

FEBRUARY 14, 2019

BLOG

The Department of Labor Again Weighs In on Social Investing

MAY 4, 2018

CLIENT ALERT

DOL Issues New Fiduciary Rule Under ERISA and New and Amended Class Prohibited Transaction Exemptions

APRIL 26, 2016