

WHY FOOD AND BEVERAGE COMPANIES NEED A BENEFITS LAWYER

HOLLAND & HART^{LLP}



Whether motivated by a desire to increase profits or by moral obligation to be a good corporate citizen, most businesses aim to provide their employees with an attractive benefits package. With the pressures to provide benefits at the lowest cost, often employers neglect to include a benefits attorney in the mix of advisors.

Our employee benefits attorneys bring valuable perspective to the table as you tackle all aspects of your benefits plan head on. We consistently look to identify the most cost-effective and practical approach to plan administration issues. We know what situations to look for and provide valuable direction to handle virtually any issue that arises.

A benefits attorney can be a contributing player on the team of professionals that help you with your company's benefits package. Feel free to contact any member of the Benefits Law Group for assistance with a benefits issue.

We can help you:

EDUCATE ERISA FIDUCIARIES

- Educate persons who are designated as fiduciaries with respect to benefit plans
- Identify the standards for how fiduciaries must behave
- Flag risks associated with certain transactions (like an investment in employer securities, or a loan from a plan to an interested person)
- Provide initial and ongoing education to your benefit plan fiduciaries, to make sure no missteps are made

DRAFT RESOLUTIONS AND OTHER LEGAL DOCUMENTS

- Review "sample" documents from your other service providers
- Determine whether documents are in compliance with governing documents (like bylaws)
- Verify if documents create any conflict with other benefit arrangements
- Prepare custom plans and agreements when circumstances warrant

NAVIGATE CHANGES IN BENEFITS

- Moderate debate for an increase or decrease to benefits
- Protect discussion among management that employers would prefer not to make public
- Advise you on your legal rights and obligations
- Protect internal benefit conversations as attorney client privileged

HANDLE ADVERSARIAL EMPLOYMENT SITUATIONS

- Handle employee benefits disputes
- Protect your position in the event the employee decides to sue

CORRECT PLAN ERRORS

- Navigate the Department of Labor's and IRS's correction programs to set the plan back on the right path
- Negotiate a customized correction with government officials to save the employer significant financial and administrative cost

REVIEW REPORTS, SERVICE CONTRACTS, AND RECOMMENDATIONS FROM OTHER SERVICE PROVIDERS

- Review audit reports for helpful information that would be useful to the future operation of the plan
- Review the annual allocation and testing report to determine whether plan amendments might be beneficial
- Identify areas where the risk of operational errors is significant
- Review service contracts when the employer (or the plan) engages a service provider and negotiate provisions for the best fit

FOR MORE INFORMATION, PLEASE CONTACT:



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