

## Services that matter.

Our attorneys advise clients and help with structuring **employee benefits** programs by:

- Designing and drafting benefit plans
- Maximizing tax-favored benefits for key employees
- Curing a plan's operational defects under revised federal tax law and ERISA
- Drafting "plain language" employee summaries and other documents
- Resolving disputes with general client counseling
- Ensuring that deferred compensation plans comply with Code § 409A

We offer clients strategic counsel and assist with structuring **executive compensation** arrangements, such as:

- Equity compensation plans, including incentive and non-qualified stock options, restricted stock and other types of awards
- Non-qualified deferred compensation and supplemental pension arrangements
- Executive agreements, including change in control and golden parachute agreements
- Equity-based compensation programs for limited liability companies
- "Split-dollar" insurance agreements

We also draft compensation disclosure for proxy statements and other securities filings, represent executives on employment separation agreements, and advise compensation committees of publicly and privately held companies on governance practices and effective compensation strategies.

## A team that delivers.

### Maslon's Employee Benefits and Executive Compensation Attorneys



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# Employee Benefits and Executive Compensation

PROVIDING

COMPREHENSIVE ADVICE

TO EMPLOYERS AND

EXECUTIVES



**MASLON**

WHEN IT MATTERS MOST.

## The representation you need.

Compensation and retention of executives and other employees are crucial parts of every employer's business strategy. Maslon's Employee Benefits and Executive Compensation attorneys advise a wide range of private and publicly held clients, including tax-exempt entities, with respect to their employee benefit plans and executive compensation and employment arrangements.

Employee benefits plans and arrangements can range from simple, standardized 401(k) prototypes to custom defined benefit plans providing extra benefits for key employees. We assist employers and executive employees with all facets of benefits planning, operations and compliance. We represent employers, employees who are retiring or have been terminated, benefit consultants, actuaries, trustees and third-party administrators.

Maslon attorneys continually monitor new developments in tax law, the health care reform law, accounting treatment, governance, disclosure practices and compensation trends, and always provide up-to-date, essential advice to clients. This is of particular importance to public companies in light of recent special scrutiny of executive compensation resulting from well-publicized corporate scandals.

## A partnership you can count on.

Giving truly good advice requires more than legal expertise. It requires good judgment, and good judgment requires a thorough understanding of our clients and the larger world in which they operate. At Maslon, we believe that this can result only from building a true partnership with our clients.

Clients need an advisor they can rely on and we are dedicated to earning that trust by providing the highest level of service, always remaining flexible, accessible, engaged and able to adapt and respond to a broad spectrum of legal needs. Maslon's distinct reputation for working closely with clients has made us the firm of choice for large and small businesses alike, as well as entrepreneurs and individuals. Clients also appreciate our efficient staffing, leading to cost-effective legal work while maintaining the highest level of quality and service.

From helping clients motivate and retain executives and employees with state-of-the-art plans and programs to resolving complex legal disputes, we pride ourselves on offering strategic, effective ways to avoid problems and achieve goals. Simply said, we listen carefully, think creatively and deliver powerful results.

## Experience you can trust.

With over fifty years in practice and more than eighty attorneys, Maslon's collective experience translates directly into client success. We efficiently staff matters with smart, hard-driving attorneys with a singular mission: to help our clients achieve their most ambitious business goals. As a result, we are recognized as a top-tier commercial law firm among the legal and business communities in the following areas of practice:

- **Employee Benefits and Executive Compensation**
- Business and Securities
- Commercial Litigation
- Estate Planning
- Financial Services
- Labor and Employment
- Real Estate

We believe that an environment of teamwork and collaboration, both within and across practice areas, enables us to capitalize on our diverse individual strengths to offer clients the most effective strategies and sound advice.

**We're here to help  
when it matters most.**