

Representative Matters: Retirement Plans

Our retirement plans practice is as diverse as it is distinguished. Our representative matters include the following:

- A group-based profit-sharing plan for a leading international intellectual property law firm designed to provide certain key attorneys, management and long-term staff employees with larger retirement benefits than others.
- A 401(k) profit-sharing plan and defined benefit plan for a major paint manufacturer that was acquired by a Fortune 500 company. The 401(k) plan provided benefits for the younger employees, while the defined benefit plan rewarded the older, long-term employees by providing them with a stream of retirement income throughout their lifetimes.
- A safe harbor 401(k) and defined benefit plan for a major automotive trade association. The safe harbor feature allowed highly compensated employees to make the maximum 401(k) contribution without the need for discrimination testing. We discovered significant overfunding in their defined benefit plan subsequent to a merger that had been unnoticed for several years before we became counsel.
- A cash benefit plan and a 401(k) plan for a major insurance trade association. Paley Rothman worked closely with the association and its actuaries to ensure that contributions to long-term employees were maintained to the greatest extent possible and assisted in the development of communications fostering understanding among employees of the association's efforts in securing these benefits for them.
- A defined benefit plan designed to provide a significant stream of income during retirement for the founder of an internationally renowned, family-owned lighting consulting firm as well as retirement benefits for the succeeding generation working in the business.
- A defined benefit plan designed to provide a significant stream of income during retirement for the founders of a major family-owned real estate investment firm active in D.C., MD, and VA, as well as retirement benefits for the succeeding generation working in the business.
- A cash balance plan designed to supplement a 401(k) profit sharing plan to maximize contribution amounts for key partners and employees of an international law firm based in Manhattan.
- An individually tailored 401(k) rate grouped plan for Virginia-based medical practice employing more than 600 individuals designed to maximize retention and recruitment.
- An IRA benefits trust and a multiple-page beneficiary designation for significant retirement plan and IRA benefits that was tied into the client's multi-generational estate plan, the plan assets of which represented the bulk of the owner's estate.