

## Employee Benefits

### **ATTORNEYS**

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We have twelve partners who work exclusively in employee benefits. This practice includes the following areas:

- Qualified Retirement Plans
- Executive Compensation and Fringe Benefits
- Health and Welfare Plans
- Plan Terminations and Bankruptcy
- Employment Taxes and Worker Classification
- Benefits Audit Defense and Rulings

Below is a sample client list from the many large U.S. and foreign multinational clients who seek our counsel on sophisticated benefits issues as well as day-to-day plan maintenance. Many of these clients have remained with Ivins, Phillips and Barker for decades.

### **Sample Employee Benefits Clients**

AIG  
Athleta  
Bayer Corporation  
The Boeing Company  
Chrysler Group LLC  
Delphi Corporation  
Dole Food Company  
Dominion Resources, Inc.  
Dresser, Inc.  
Eaton Corporation  
Federal Express  
Fidelity Investments  
Ford Motor Company  
General Electric Company  
General Motors Corporation  
H. J. Heinz Company

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Hitachi High Technologies

IBM Corporation

Jacobs Engineering

LSG Skychefs

Milliken & Company

National Fuel Gas Company

National Semiconductor

Owens Corning

PSE&G

Red Hat Software Inc.

Reichhold Chemicals

Saudi Aramco

S.C. Johnson & Son, Inc.

Vought Aircraft Industries

Vulcan Materials Company

Watson Wyatt

William M. Mercer, Inc.

Xerox Corporation

**NEWS**

- May 8, 2012  
Ivins Attorneys Named to 2012 Washington DC Super Lawyers
- April 18, 2012  
Rosina Barker Speaks to State Bar of Michigan: Correcting 409A Failures
- November 2, 2011  
Rosina Barker Spoke at the NASPP 2011 Annual Conference
- September 23, 2011  
Rosina Barker Gives 409A Presentation to the Southern Federal Tax Institute
- September 19, 2011  
Ivins Attorneys Speak at Cincinnati TEI Seminar
- August 31, 2011  
Ten Ivins Attorneys Named to 2012 Best Lawyers in America

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- May 8, 2011  
Ivins Attorneys Named to 2011 Washington DC Super Lawyers
- May 6, 2011  
Ivins Attorneys Speak at 2011 ABA Tax Section May Meeting
- April 29, 2011  
Rosina Barker Spoke on Taxation of Executive Clawbacks
- December 16, 2010  
Rosina Barker Speaks to DC Bar on Clawbacks
- September 25, 2010  
Rosina Barker Inducted to ACEBC
- July 14, 2010  
Rosina Barker Speaks on 409A Corrections in ALI-ABA Webcast
- June 7, 2010  
Rosina Barker appointed to BNA Pension & Benefits Advisory Board

**STRATEGIES & OPPORTUNITIES**

- Health Reform Resource Page
- Cash Balance Plan Resource Page
- VEBA Retiree Medical Reserves -- Two New Tax Reduction Strategies
- Code § 401(a)(17) Compensation Limit – Simplify 401(k) Plan Administration and Increase Permitted HCE Deferrals with a Simple Drafting Technique
- 401(k) Plan Nondiscrimination Testing Solution
- Accelerated Deductions for Self-Funded Medical Reimbursements – Even Faster than You May Have Believed

**PUBLICATIONS**

- October 11, 2011  
Payback Time: Tax Treatment of Executive Compensation Clawbacks  
*Chapter 1C of New York University Review of Employee Benefits and Executive Compensation*
- September 23, 2011  
409A Failures: Correcting With and Without the IRS Formal Correction Programs  
*46th Southern Federal Tax Institute*
- November 18, 2010  
Achieving Success in a Worker Classification Audit  
*Practical Tax Strategies*

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- October 25, 2010  
Taxing Clawbacks  
*Tax Notes*