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We specialize in helping our clients find practical solutions to complex tax, legal, business and human resource issues related to their employee benefits programs.

- *Timely advice*
- *Creative answers*
- *Professional integrity*



**BUTTERFIELD
SCHECHTER • LLP**
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About Our Firm

Our Attorneys

Our attorneys have extensive experience in all areas of employee benefits, including retirement plans, ESOPs, executive compensation, fringe benefits, ERISA compliance, ERISA litigation, deferred compensation, equity-based pay, and tax and payroll reporting compliance.



Our Philosophy

We listen to your needs and work to find cost-effective solutions. We will do our utmost to be accessible to you and provide our services in a prompt and efficient manner.

Qualified Plans

- Establishment, operation and termination of all types of plans, including 401 (k), profit sharing and pension plans
- IRS and DOL audit representation
- “Best practices” reviews
- Employee communications
- 5500 preparation, penalty abatement
- Due diligence for acquisitions

ESOPs

- Design and implementation, including bank financing and appraisal review
- Tax deferred sales by shareholders

QDROs

- Negotiation, drafting and review
- Handle QDRO compliance for plan sponsors



Executive Compensation

- Equity based compensation plans
- Employment and separation agreements
- Perks and golden parachutes

Employment Law

- Severance plans, downsizing
- Reasonable compensation analysis
- VEBA's and fringe benefit programs

Other Areas

- Estate and income tax planning
- Advice for tax exempt entities formation
- Entity Selection and Formation

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