

Employers & Sponsors

Since passage of the Employee Retirement Income Security Act of 1974 (“ERISA”), Groom has offered practical experience and thoughtful advice for employers and sponsors of all sizes – both private and public – across a diverse range of industries to assist with workplace and personnel issues, employee benefit design, plan funding and restructuring, executive compensation arrangements, litigation, advocacy, and more.

Areas of Focus

EXECUTIVE COMPENSATION PROGRAMS

We assist clients with the design, funding, and administration of plans that are advantageous to executives and comply with government regulation.

FIDUCIARY & PLAN GOVERNANCE

Our attorneys helped shape most major administrative initiatives related to ERISA fiduciary responsibility provisions—plan governance is our second nature.

FRINGE BENEFITS & PAYROLL

We advise clients regarding tax reporting and withholding for employer payroll and retirement plan distributions, as well as optimizing the design and tax treatment of fringe benefit arrangements.

HEALTH & WELFARE PROGRAMS

Groom attorneys provide expert advice on benefits financing, contract negotiations, fiduciary issues, plan design and drafting, fringe benefits, and more.

RETIREMENT PROGRAMS

Groom’s expertise includes a broad range of retirement & pension plans, such as 401(k) plans, 403(b) plans, defined benefit & cash balance plans, IRAs, & ESOPs.

“Across the board, what separates Groom from other firms is that depth of experience and that real ability to have someone so well versed in one specific area, as opposed to working with one person who does everything ‘okay’. It’s a real value add.”

– Client