

# EXECUTIVE COMPENSATION AND EMPLOYEE BENEFITS

Pensions and deferred compensation plans, stock options and awards, 401(k) and individual retirement accounts, and health and tuition reimbursement plans are common ingredients in the compensation and benefit packages companies provide to their executives and employees. Tax implications are a major factor in determining whether a form of compensation or type of benefit is appropriate for a particular company and its employees.

Henson Efron tax attorneys advise companies and high-ranking executives on developing, negotiating and implementing compensation and benefit arrangements. Since it is not always about how much one makes but how they make it that determines what one keeps, companies must appreciate the tax implications of how they chose to reward top performers and provide for the health and welfare of their employees and retirees. A company's compensation and benefit arrangements should be congruous with the company's growth plan and economic environment. Henson Efron tax lawyers are prepared to assist clients with making sound decisions about compensation and benefit practices.

## Executive Compensation and Employee Benefits Services

- Qualified Domestic Relations Orders
- Deferred Compensation Plans
- 409A and Non-qualified Deferred Compensation
- Stock Options
- Employee Retirement Income Security Act (ERISA)
- Individualized Plans

### TEAM

#### Attorneys

- Stephen Hopkins
- Clark Opdahl