



Qualified Retirement Plans

Reinhart's Employee Benefits attorneys focusing on Qualified Retirement Plans counsel plan sponsors, plan trustees and other plan service providers and fiduciaries. Our experience working with qualified retirement plans extends to virtually every type of plan, including profit sharing plans, 401(k) plans, pension plans, employee stock ownership plans, cash balance plans, variable annuity plans and other hybrid plans, money purchase pension plans, cross-tested plans and floor offset plans.

Our team regularly counsels on Internal Revenue Service (IRS) Code qualification issues and ERISA issues. We also regularly advise clients in negotiating audits by the Department of Labor (DOL) or the IRS, and have extensive experience working with the Pension Benefit Guaranty Corporation. We assist clients in correcting qualification or fiduciary failures that may have occurred in administering a plan.

While all of our counsel is customized to each client's unique situation, our Employee Benefits attorneys have developed a sophisticated series of qualified plan documents under our Volume Submitter Program. These documents provide plan sponsors of all sizes with an efficient, cost-sensitive means of adopting a state-of-the-art qualified retirement plan.

Reinhart's Employee Benefits attorneys regularly counsel clients on issues related to investments, prohibited transactions, delegation of duties, plan expenses and plan administration. Our [Fiduciary Review](#) program, performed much like an audit of a company's financial operations, examines the operation and delegation of a qualified retirement plan fiduciary's responsibilities. This comprehensive service uniquely positions us to assist plan sponsors and fiduciaries in reducing their potential liability under ERISA and the Internal Revenue Service Code.

Additionally, we have extensive experience working with employers in numerous industries and professions to structure, design, draft and administer all aspects of qualified retirement plans. We also regularly advise clients on preparing the necessary government filings for qualified plan legal compliance, including determination letter requests from the IRS.