



1. ERISA Basics

2. Common Compliance Issues with Retirement and Welfare Plans

3. Severance Agreements: ERISA Plans or Not?



Jessica B. Palvino Senior Counsel, Austin

jpalvino@jw.com 512-236-2335

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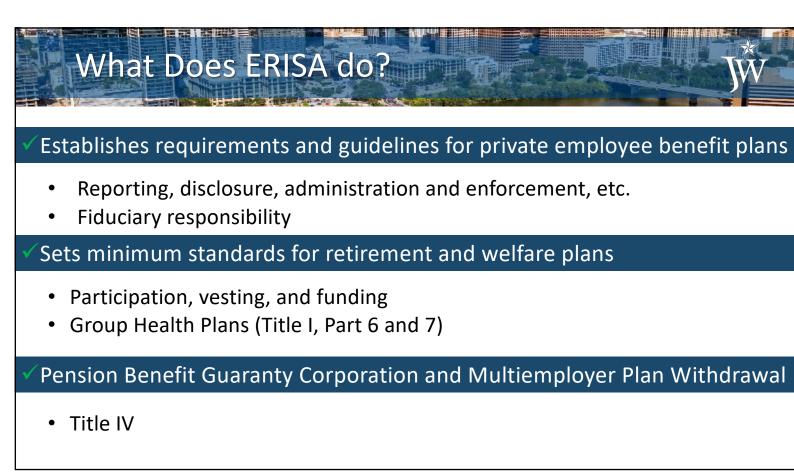


When Does ERISA Apply?

- Private Sector Employee Benefit Plan:
 - Retirement
 - Welfare
- Does <u>NOT</u> apply to:
 Governmental employer
 - o Church employer*

Nobody understands me. You're right, ERISA. You're right.

*assuming no Code Section 410(d) election



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- Defined Contribution vs. Defined Benefit
- Volume Submitter vs. Individually Designed
- Multiemployer vs. Multiple Employer vs. Single Employer

The most common employer plan is a single-employer, volume submitter 401(k) plan

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