

CONTACTS

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PEOPLE

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AREAS OF CONCENTRATION

Executive Compensation

Fiduciary & Prohibited
Transactions

Health & Welfare Plans

Professional Employer
Organizations

Qualified Retirement Plans

Representation Before Federal
Agencies

Tax Exempt Organizations

RELATED CAPABILITIES

Employment Law

Venture Capital & Emerging
Companies

EMPLOYEE BENEFITS & EXECUTIVE COMPENSATION

Our attorneys provide a full range of services in connection with the establishment and maintenance of all types of employee benefit and executive compensation plans.

With over 100 years of combined experience, our professionals are nationally recognized for their depth and breadth of experience and expertise in the benefits area. All of our group's shareholders are listed in *Best Lawyers in America*, and together they make up one of the largest employee benefits practices in the Southeast. Recently, our practice was named #1 in Tampa and #1 in Florida by *Best Lawyers in America*.

We provide equity compensation, executive compensation, and fiduciary advice, as well as representation before various federal agencies. We also serve as benefits counsel to companies involved in merger and acquisition transactions.

We represent public and private companies, tax-exempt organizations, professional employer organizations (PEOs), professional associations and financial institutions, both within Florida and throughout the country.

NOTEWORTHY

"What I appreciate most about Hill Ward Henderson is the personal attention and hands-on approach they have. I always feel that I am in good hands with them, especially with complex ERISA issues." Client quote, Chambers USA 2025

"Hill Ward Henderson has a great reputation and a well leveraged bench." Client quote, Chambers USA 2025

"The service is excellent. They are knowledgeable, very responsive and I also appreciate their reflection on the business aspects." Client quote, Chambers USA 2024

Employee Benefits & Executive Compensation

"The firm provides excellent guidance and support on complicated ERISA issues. It is especially strong on providing background and straightforward advice on our issues." Client quote, Chambers USA 2023

"The firm always takes a logical approach to the legal aspects and some benchmarking inputs along with business-friendly options." Client quote, Chambers USA 2023

"It has been a very positive experience working with the team. I have a lot of confidence in the work they do and think highly of them." Client quote, Chambers USA 2022

"The firm's strengths are timeliness of responses, quality of response and having a balanced legal and business approach to difficult matters." Client quote, Chambers USA 2021

EXPERIENCE

We have assisted clients in the following areas:

- Negotiating significantly reduced penalties assessed by the IRS under the employer shared responsibility provisions of the ACA. In one such instance, the client had been assessed penalties of over \$2 million dollars which were reduced to \$0.
- Guided a large hospital system of over 20,000 lives through several retirement plan mergers which included defined benefit plans, defined contribution plans, and nonqualified plans.
- Successfully defended a client against an attempted lawsuit alleging that the plan fees were excessive.

NEWS & INSIGHTS

Hill Ward Henderson Advises Cyndeo Wealth Partners in Strategic Minority Investment by Rise Growth Partners
Firm News, 3.16.26

Hill Ward Henderson Advises SemiLab International In Sale of Unique Materials Composition and Electrical Analysis Product Lines to Onto Innovation Inc.
Firm News, 11.19.25

Hill Ward Henderson Attorneys and Practices Receive 2025 Chambers Recognition
Firm News, 6.5.25

Employee Benefits & Executive Compensation

Fifty-Seven Hill Ward Henderson Attorneys Recognized in 2024 Florida Super Lawyers Listing
Firm News, 6.24.24

Hill Ward Henderson Attorneys and Practices Receive 2024 Chambers Recognition
Firm News, 6.6.24

Hill Ward Henderson Attorneys and Practices Receive 2023 Chambers Recognition
Firm News, 6.1.23

Hill Ward Henderson Attorneys and Practices Receive 2022 Chambers Recognition
6.1.22

Hill Ward Henderson Receives Regional Rankings from U.S. News – Best Lawyers® 2022
Firm News, 11.4.21

Hill Ward Henderson Attorneys and Practices Receive 2021 Chambers Recognition
Firm News, 5.20.21

Hill Ward Henderson Receives National and Regional Rankings from U.S. News – Best Lawyers® 2021
Firm News, 11.5.20

Hill Ward Henderson Receives National and Regional Rankings from U.S. News – Best Lawyers® 2020
Firm News, 11.1.19

CLIENT ADVISORIES

Happy New Year! - Employee Benefit Plan Changes for 2026
Advisory, 1.22.26

2026 Employee Benefit Plan Limits
Advisory, 11.14.25

IRS Issues Guidance on Recent Relief from Health Coverage Reporting to Individuals
Advisory, 2.28.25

Plan Reminders for December 2024
Advisory, 12.3.24

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2025 Employee Benefit Plan Limits
Advisory, 11.5.24

Best Practices for Administering Beneficiary Designations Under
Retirement Plans
Advisory, 6.27.24

PTO Cash-Outs and Constructive Receipt
Advisory, 4.18.24

2024 New Years' Resolutions for Retirement Plans
Advisory, 1.5.24

2024 Employee Benefit Plan Limits
Advisory, 11.2.23

IRS Provides 2-Year Grace Period for Roth Catch-Up Contribution
Requirement Under Secure 2.0
Advisory, 9.7.23

Secure 2.0 Passes - Makes More Key Changes to Retirement Plans
Advisory, 1.6.23

2023 Employee Benefit Plan Limits Have Been Released
Advisory, 10.21.22

Retirement Plan Mid-Year Compliance Review
Advisory, 7.19.22

Required Amendments for Cafeteria Plan and FSA Plan Changes
Permitted Under Pandemic Relief
Advisory, 11.12.21

2022 Employee Benefit Plan Limits Have Been Released
Advisory, 11.5.21

Required Comparative Analyses of Non-Quantitative Treatment
Limitations on Mental Health/Substance Use Disorder Benefits
Advisory, 10.6.21

DOL Releases Cybersecurity Guidance For Retirement Plans
Advisory, 5.24.21

Final Transparency in Coverage Rules Introduce New Disclosure
Requirements for Group Health Plans
Advisory, 4.19.21

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Update On the ARPA Cobra Subsidy: DOL Releases Additional
Guidance and Model Notices
Advisory, 4.15.21

New Dependent Care FSA, COBRA Coverage and Medical Expense
Relief for 2021
Advisory, 4.1.21

New Electronic Delivery Safe Harbors
Advisory, 11.13.20

2021 Employee Benefit Plan Limits
Advisory, 10.27.20

COVID-19 Related Relief Extends Deadlines For Plan-Related Notices
And Claims
Advisory, 5.12.20

CMSHHS Issues FAQs on Essential Health Benefits and COVID-19
Advisory, 3.17.20

IRS Issues Guidance for HDHPs and Expenses Related to COVID-19
Advisory, 3.12.20

Post-Secure Act, Is Your Special Notice Up To Date
Advisory, 3.6.20

The Secure Act Becomes Law
Advisory, 1.31.20

New Health Reimbursement Arrangements Coming Soon
Advisory, 11.26.19

2020 Employee Benefit Plan Limits
Advisory, 11.6.19

FICA Taxes on Nonqualified Deferred Compensation Plans
Advisory, 9.19.19

IRS Expands Self Correction Program
Advisory, 8.29.19

IRS Expands Determination Letter Program for Individually Designed
Plans
Advisory, 8.19.19

Department of Labor Provides Opinion on FMLA Leave
Advisory, 4.18.19

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U.S. Department of Labor Issues Notice of Proposed Rulemaking to Update Overtime Regulations
Advisory, 4.18.19

IRS Voluntary Correction Program Goes Digital for 2019
Advisory, 4.18.19

The Ins and Outs of Retirement Plan Committees
Advisory, 4.18.19

New Guidance on Tax-Exempt Employers' Parking Programs
Advisory, 4.18.19

Have You Made Your 2019 Retirement Plan Resolutions?
Advisory, 1.10.19

ERISA Group Benefits Newsletter November 2018
Advisory, 11.20.18

ERISA Group Benefits Newsletter October 2018
Advisory, 10.17.18

ERISA Group Benefits Newsletter September 2018
Advisory, 9.4.18

ERISA Group Benefits Newsletter 2018
Advisory, 5.16.18

ERISA Newsletter November 2016
Advisory, 2.21.17

ERISA Newsletter October 2016
Advisory, 2.21.17

ERISA Newsletter May 2016
Advisory, 2.21.17

ERISA Newsletter January 2017
Advisory, 2.21.17

ERISA Group Benefits Newsletter - Recent Court Decisions Impacting Employee Benefit Plans - July 2015
Advisory, 7.24.15

ERISA Group Benefits Newsletter - Same Sex Marriage Compliance Issues - May 2015
Advisory, 5.7.15

Employee Benefits & Executive Compensation

ERISA Group Benefits Alert - New Federal Healthcare Rules -
December 2012
Advisory, 12.31.12

ERISA Group Benefits Alert - November 2012
Advisory, 11.30.12

ERISA News Alert - Health Care Reform Do You Know How to Handle
Medical Loss Ratio Rebates - August 2012
Advisory, 8.31.12

ERISA News Alert - Health Care Reform and The Supreme Court
Decision - July 2012
Advisory, 7.31.12

ERISA News Alert - SBC Requirements - June 2012
Advisory, 6.30.12

ERISA Group Benefits Alert - November 2011
Advisory, 11.30.11

Trusts & Estates Client Advisory - Fall 2011
Advisory, 10.31.11

ERISA Group Benefits Alert - June 2011
Advisory, 6.30.11