BEAN KINNEY & KORMAN PC
ATTORNEYS

Employee Benefits

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Samuel J. Banks
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Attracting and keeping quality management and productive employees is perhaps the first priority of any business enterprise. The key to realizing that priority is the compensation and benefits offered by the employer. Salaries and wages are just a matter of dollars, but workplace benefits, incentives, profit-sharing and retirement compensation each involve tax considerations and compliance requirements. Bean, Kinney & Korman offers experienced and thoughtful counsel in these areas to clients in Northern Virginia, Maryland and Washington, D.C.

Advising on Employee Benefit and Executive Compensation Plans

Our attorneys guide our clients in designing, drafting, maintaining and terminating their employee benefit and executive compensation plans and programs. For a variety of private and non-profit employers, we provide knowledgeable counsel on tax and other legal issues associated with compensation agreements.

Specific Benefits and Compensation Experience

We are familiar with a number of benefits challenges entrusted to us by our clients who need responsive and comprehensible advice, including:

- Qualified and non-qualified retirement plans
- Employee stock ownership plans (ESOPs)
- ERISA
- Equity- and non-equity-based incentive plans
- Tax sheltered annuities
- Voluntary compliance programs

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- Plan terminations, mergers and transfers
- Employee benefits matters arising in business transactions, including mergers and acquisitions
- Internal Revenue Service and Department of Labor benefit plan audits
- Executive agreements, including advice on executive compensation and fringe benefits
- Employment and severance agreements
- Employee benefits matters in bankruptcies and reorganizations
- 409A issues

Understanding Your Business

In the world of employee benefits, it's not a matter of one size fits all, it's choosing among an infinite number of sizes to find the one that fits you. We focus on understanding your enterprise, so your benefits strategies and programs are aligned with your resources, labor market and business objectives. Done well, your employee benefits will contribute positively to your first priority – building the management and staffing talent to drive your company's success.

PUBLISHED ARTICLES

New Employee Protections for Non-Payment of Wages Go Into Effect in Virginia
July 21, 2020

New Protections against Workplace Discrimination Based on Sexual Orientation, Gender Identity, and Pregnancy Now in Effect in Virginia
July 21, 2020

New Enhanced Whistleblower Protections for Virginia Employees Now in Effect
July 21, 2020

Virginia Law Now Prohibits Non-Compete Restrictions for Low-Wage Employees
July 21, 2020

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Virginia Joins Lawsuit to Block Implementation of New Title IX Final Rule
June 15, 2020

Virginia Enacts New, Far-Reaching Employment Laws
Arlington Chamber of Commerce Blog, June 3, 2020

What Can Employers Ask and Do About Their Employee's Health During the Coronavirus Crisis? Answers from the EEOC
April 14, 2020

Documentation and Recordkeeping: COVID-19 Paid Leave and Employer Paid Leave Tax Credits
April 7, 2020

Emergency Paid Leave Laws: DOL Issues Additional FAQs to Answer Employer Questions
April 2, 2020

Wages & Benefits Questions During the Coronavirus Business Downturn
Arlington Chamber of Commerce Blog, April 1, 2020

DOL Issues Second FAQs: Provides More Guidance to Employers on Paid Leave Laws
March 30, 2020

Trump Signs Law: U.S. Workers Get Expanded FMLA Leave and Paid Sick Leave
March 19, 2020

House Amendments to Families First Coronavirus Act – Mixed Bag for Employee Leave Benefits
March 18, 2020

Families First Coronavirus Response Act
March 16, 2020

DOL Issues Final Regulations to Update FLSA White Collar Exemptions
LinkedIn, September 24, 2019

Employers Take Heed: DOL Reiterates You Cannot Delay

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FMLA Designation Beyond Five Business Days
LinkedIn, September 18, 2019

Can an Employee Who Quits Receive Unemployment Benefits
LinkedIn, September 10, 2019

The Best Defense Against FLSA Lawsuits for Unpaid Overtime
Best Lawyers, August 9, 2019

Federal Court Halts Implementation of New Overtime Final Rule
November 23, 2016

Mandatory Paid Sick Leave Comes To Montgomery County Maryland
October 19, 2016

Potential Pitfalls of Terminating an Employee who Requests Extended Leave
BKK Employment Law Newsletter, April 1, 2015

Does the Pregnancy Discrimination Act Require Employers to Provide Light Duty Accommodations to Pregnant Employees?
BKK Employment Law Newsletter, January 6, 2015

Administration Postpones Health Care Reporting and Penalties Until 2015
Virginia Employment Law Journal, July 3, 2013

SCOTUS Strikes Down DOMA – Employer Obligations in Virginia, D.C., and Maryland
BKK Employment Law Newsletter, July 1, 2013

Tax Law: Engaging Appraisers for Closely-Held Business Interests
BKK Business Law Newsletter, March 1, 2012

Health Savings Accounts
BKK Business Law Newsletter, November 1, 2010

Employers Beware: IRS To Commence Intense Employment Tax Audits
Internal Auditing Magazine, September 1, 2010

SEMINARS & EVENTS

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Can Employers Require Employees to Get the COVID-19 Vaccine?
Online, Wednesday, June 23, 2021

Small Business Check-Up: Best practices to help ensure the legal health of your business
Online, Tuesday, March 16, 2021

COVID-19 Vaccines are Here: Key Public Health and Legal Considerations for Employers
Online, Wednesday, January 27, 2021

Remote Work Is Here to Stay: Key Legal Issues for Employers
Webcast recording - view on demand, Tuesday, December 15, 2020

2020 Legal Drama in the Commonwealth:
Online, Thursday, November 19, 2020

Small Business Academy Workshop: The Legal Side of Business
Online, Wednesday, October 14, 2020

“The Shifting Landscape of Independent Contractors”
Online, Tuesday, May 5, 2020

Webinar: Moving Beyond COVID-19 – EEOC/DOL/IRS Guidance and Getting Back to Business
Online, Friday, May 1, 2020

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