

Overview

Businesses everywhere face increasing challenges to offer competitive benefits in an ever-changing economic and legal climate. At Dentons, we understand how your benefits strategy impacts both you and your workforce. In collaboration with you, our lawyers create a strategic plan to address your specific objectives.

We can help you customize benefits offerings, including traditional medical, life and disability coverage, as well as fringe benefits such as employee discounts and educational assistance programs, to fit the needs of your unique workforce. Use our expertise to develop and implement competitive and innovative medical programs, including cutting-edge wellness incentives, to improve the overall health and well-being of your workforce while managing costs for you and your employees.

Through extensive experience working with employers like you, as well as governmental agencies and policymakers, we provide you with key insight as you make critical decisions. You can count on our lawyers to work with you side-by-side to achieve your goal of a healthy, productive workforce.

We don't offer administration, actuarial or other pension consultancy services.

Representative Experience

- **Canadian Wheat Board:** Advising on the unique restructuring of the employee pension and benefit plans in the context of fundamental changes.
- **Kraft Foods Group, Inc.:** Advising on the Canadian pension and benefit work on an ongoing basis and during a spin-off involving a series of global transactions designed to separate the grocery and snack businesses and operations of their North American grocery business. As part of the spin-off, Kraft Foods Inc. is changing its name to Mondelez International, Inc. and effective October 2, 2012, Mondelez and Kraft Foods Group are now separately listed for trading on The NASDAQ Global Select Market.
- **Mutual insurance company:** Achieving a favorable decision that affirmed the dismissal of a \$100+ million purported class action lawsuit, challenging changes by our client to its retiree medical plan that reduced its costs under the plan. The suit claimed that the retirees had a right to require the insurance company to pay more of the cost of retirees' medical benefits than the insurer felt it could afford. The trial and appellate courts disagreed. They dismissed all of the claims under ERISA and all of the related state law claims. We also successfully opposed the retirees' Petition for Certiorari to the US Supreme Court.
- **National household and consumer products manufacturer:** Assisting in implementing an outcomes-based wellness program, the next generation of wellness design.
- **National professional services company:** Advising on its deferred compensation and employee benefits matters. Notably, on behalf of this client, Dentons prepared suggestions to the US Department of Labor, the Department of Health and Human Services, and the Internal Revenue Service (IRS) on the employer-shared responsibility provisions of healthcare reform.
- **Nortel Networks Inc.:** Serving as Canadian counsel for the Official Committee of Unsecured Creditors and certain of its direct and indirect subsidiaries in the cross-border CCAA/Chapter 11 proceedings.
- **PepsiCo Inc.:** Providing ongoing advice in regards to Canadian pension and benefits matters including quarterly meetings with their management team to advise on the governance of multimillion dollar employee benefit plans.