

Overview

Today's pensions and retirement plans are increasingly complex and subject to more and more changing regulation. When it comes to plan design, implementation, management and the unexpected matters that arise along the way, you need the right partner to help you stay ahead.

Whether you're an employer, pension scheme trustee, financial institution, insolvency practitioner or government body, Dentons works alongside you on the full spectrum of issues arising under traditionally defined benefits, defined contribution plan designs, or hybrid and other novel plan designs.

Our lawyers serve as your close advisors, learning about your business and how your plan aligns with your goals. We proactively identify challenges and opportunities and provide practical solutions based on our extensive experience in several areas, including:

- Plan design, set-up and administration
- Plan mergers, windups, closures and modifications
- Investment and custody issues
- Administration outsourcing
- Administrative governance
- Fiduciary processes and decisions
- Funding arrangements
- Risk transfer solutions
- Disputes
- Corporate transactional and restructuring issues
- Issues arising in insolvency situations

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

Representative Experience

- **Canada Post Corporation:** Advising on designing and structuring its federally-regulated pension plan and supplementary pension plan. Advising on plan governance and fiduciary liabilities and assisting with the day-to-day administration of its retirement arrangements.
- **Canadian Wheat Board:** Advising on the unique restructuring of the employee pension and benefit plans in the context of fundamental changes.
- **Expert Witness:** Acting as expert witness on Internal Revenue Code 409A and executive compensation in a matter involving severance and change in control issues.

- **Global financial services firm:** Acting on behalf of 22 Lehman Brothers UK companies being pursued by the Pensions Regulator for a financial support direction of £120m that they (with other Lehman Bros. companies) provide to the Lehman Brother UK Pension Scheme, including successfully defending them against such liability before the Pensions Regulator's Determination Panel and seeking to strike-out an appeal against that decision by the Pension Trustees before the Upper Tribunal and acting for these companies in further appeals and cross-appeals before the Court of Appeal.
- **Large religious health system:** Representing on its employee benefits, deferred compensation and executive compensation matters, Dentons recently assisted the client with the unique integration of an Employee Retirement Income Security Act (ERISA)-governed benefits structure into a structure exempt from ERISA due to church plan status.
- **Leading British airline:** Advising on the winding up of existing UK defined contribution pension arrangements and the setting up of a replacement defined contribution arrangement compliant with statutory requirements for the new pensions auto-enrolment regime.
- **Leading clearing bank pension fund:** Acting as legal advisers to the Trustees of the Group fund.
- **Leading US mining equipment manufacturer:** Acting as the sole Trustee of an on-going UK defined benefit pension scheme and dealing with the range of issues that arise in such a scheme including negotiations with the employer on funding matters, early retirement and other benefit issues.
- **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.