

ERISA AND EMPLOYEE WELFARE PLANS

State and federal regulations of employee benefits present a labyrinth of overlapping rules and requirements that can be dangerous to navigate without proper guidance. Our team at Critchfield can help steer you through this maze to provide the best experience for both your business and employees.

Careful planning and maintenance can help ensure that your business gets the best value possible out of your benefit plans, encouraging employee retention, loyalty, and moral. Our experienced attorneys can help you avoid regulatory pitfalls while limiting compliance costs in areas including:

- Advising plan sponsors regarding fiduciary duties and best practices
- Providing guidance with plan formation, implementation, and compliance
- Working with internal human resources personnel to assist in operating and administering plans
- Advising on the merger, acquisition, and termination of employee benefit plans
- Assisting employer in-house counsels navigate particularly difficult or pernicious compliance issues
- Preparing and filing favorable determination letters and handling compliance matters with the IRS and DOL
- Negotiating and drafting executive employment agreements

Our expertise in employee benefits encompasses a range of compensatory and benefit programs, including:

- Qualified and non-qualified retirement programs
- Health and welfare plans
- Executive benefit and compensation programs
- Restricted stock and stock-option programs
- Collectively bargained & multiemployer benefit plans

ATTORNEYS

CHRISTOPHER J. PYCRAFT

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