

Employee Benefits & Executive Compensation

Public and private employers of all sizes, Boards of directors and compensation committees, Executives and management teams, Tax-exempt organizations and governmental plans

Our attorneys provide comprehensive counsel on all aspects of employee benefits and executive compensation. We design and implement retirement, health, and welfare plans, advise boards and compensation committees on executive pay and equity arrangements, and represent employers in IRS and DOL audits, fiduciary disputes, and compliance investigations.

Our team also supports clients through corporate transactions, conducting due diligence and guiding the integration of benefit programs during mergers and acquisitions. We serve public and private employers of all sizes, as well as governmental and tax-exempt organizations, tailoring solutions to meet unique business needs.

By partnering with our clients, we help structure competitive, compliant programs that attract talent, manage costs, and support long-term organizational success.

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Key Contacts



Joseph B. Hurst Jr.

PARTNER

LITTLE ROCK

(501) 370-1590

contactus@fridayfirm.com



Alexandra A. Ifrah

PARTNER

LITTLE ROCK

501-370-1490

aifrah@fridayfirm.com

Related Practice Groups

Banking & Finance

Business, Corporate & Commercial

Employment Litigation

Health & Welfare Plans

Health Law

Labor & Employment

Retirement Plans

State & Local Tax

FAQ

How do I begin working with your firm if my company needs help with employee benefits or executive compensation?

We start with a consultation to review your current benefits and compensation programs. From there, we provide tailored recommendations for compliance, plan design, and long-term strategy.

Can you assist with designing and implementing benefit plans?

Yes. We help design retirement, health, and welfare plans, as well as executive compensation packages, equity incentives, and deferred compensation arrangements.

What compliance issues do you handle for employee benefit plans?

We advise on ERISA, IRS, and Department of Labor regulations, ensuring benefit and compensation programs meet all federal and state requirements.

Do you counsel boards and compensation committees on executive pay?

Absolutely. We guide boards and committees on structuring executive compensation that aligns with business goals while maintaining regulatory compliance.

Can you assist with compliance for health and welfare benefit plans?

Yes. We provide counsel on Affordable Care Act compliance, COBRA, HIPAA, and other rules governing health and welfare benefit programs.

Do you advise on retirement and pension plan issues?

Yes. We assist with 401(k), pension, and other retirement plans, including plan design, administration, compliance, audits, and fiduciary guidance.

Do you work with governmental or tax-exempt entities on benefit plans?

Yes. We advise public sector employers, nonprofits, and tax-exempt organizations on structuring and administering benefit programs specific to their needs.

What if our benefit plan is audited or challenged?

We represent clients in IRS and DOL audits, benefit disputes, fiduciary litigation, and claims involving compliance failures or plan mismanagement.

How do you handle employee benefits and executive compensation in mergers or acquisitions?

We conduct due diligence, identify risks, and advise on integrating or restructuring benefit and compensation programs during business transactions.

How does your firm add value beyond compliance for benefits and compensation?

We partner with clients to design competitive benefits that attract and retain talent, reduce risk, and align with long-term business and financial goals.