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Adam M. Zuidema

Associate

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Reading

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Areas of Focus

Practice

ERISA, Employee Benefits and Executive Compensation

Industry

Financial Institutions

Adam is an employee benefits and ERISA attorney who focuses his practice in the area of employee pension benefit plans, including the drafting, design, compliance, and administration of single employer, multiple employer, and multiemployer plans. He advises plan sponsors and multiemployer plan boards of trustees with respect to the applicable requirements of the Internal Revenue Code (Code) and the Employee Retirement Income Security Act of 1974 (ERISA) for all types of defined contribution and defined benefit plans, including 401(k), 403(b), governmental 457(b), employee stock ownership, money purchase pension, and traditional defined benefit plans.

In addition to routinely working with clients' boards of directors and their human resource, finance, legal, and executive teams concerning day-to-day retirement plan administration and compliance, Adam advises clients with respect to plan mergers, terminations, and spinoffs in connection with ongoing business operations, strategic planning initiatives, and M&A transactions. He regularly assists clients with navigating retirement plan audits and investigations conducted by the Internal Revenue Service (IRS) and U.S. Department of Labor (DOL) and counsels them concerning the correction of retirement plan operational issues through governmental correction programs such as the IRS's Employee Plans Compliance Resolution System (EPCRS) and the DOL's Voluntary Fiduciary Correction Program (VFCP).

Adam also has extensive experience advising multiemployer defined benefit pension plan contributing employers and boards of trustees concerning minimum funding standards, as well as the operational requirements when such a plan is certified as being in endangered, critical, or critical and declining status, including the development and drafting of funding improvement and

rehabilitation plans. He also regularly advises contributing employers and multiemployer plan boards of trustees with respect to withdrawal liability issues and fiduciary matters under ERISA.

Affiliations

- American Bar Association
- Pennsylvania Bar Association
- Berks County Bar Association
- Lancaster Society for Human Resource Management

Education

- Dickinson School of Law of The Pennsylvania State University, J.D., 2007; Recipient, Irving K. Yaverbaum Accounting Prize
- Case Western Reserve University, B.A., 2004

Bar Admissions

- Pennsylvania