



Timothy J. Snyder

PARTNER

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As the rules governing employee benefit plans grow increasingly complex, fiduciaries in companies of all sizes rely on Tim Snyder to keep them in compliance. A self-described “technician,” Tim is deeply familiar with the arcana of the various benefits codes — ERISA, DOL, PBGC — and he is regularly called upon to repair out-of-compliance plans to the satisfaction of the IRS. He understands how easily plans can slip out of compliance — often unwittingly — and he works closely with clients to address the concerns of their auditors and, where possible, help them self-correct.

Many of Tim’s clients are the management trustees of multi-employer (Taft-Hartley) plans, which adds another level of complexity to his technical skills — especially in the handling of withdrawal liability issues. He also works with the firm’s bankruptcy group in chapter 7 proceedings, closing down the benefit plans of companies in liquidation.

FOCUS:

- Employee benefits practice, involving both the benefit provisions of the Internal Revenue Code and ERISA.
- Representation of businesses and professionals in establishing, monitoring, and administering private and public employee benefit plans, whether single employer or multi-employer, including:
 - Defined benefit plans
 - 401(k) profit sharing plans
 - Section 403(b) and Section 457 plans
 - New comparability retirement plans
 - Non-qualified deferred compensation, health, disability and life benefits
 - COBRA, HIPAA, ADA and ADEA.
- Termination and wrapping up of benefit plans, and dealing with the IRS, DOL, and PBGC.
- Advising tax exempt organizations: establishing them and ensuring their compliance with Section 501(c)(3).

Practices

- Employee Benefit Plans

- Tax, Trusts and Estates
- Labor and Employment

Education

- Widener University Delaware Law School (J.D., *summa cum laude*)
- Widener University (B.S.B.A.)

Bar Admissions

- Delaware
- Pennsylvania

Court Admissions

- U.S. District Court for the District of Delaware
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. Tax Court

Distinctions

- *The Best Lawyers in America*®, Employee Benefits Law, 2005 - Present
- Delaware *Super Lawyers*®, Employee Benefits/ERISA, 2009

Memberships and Affiliations

- American Bar Association, Tax, Employment Law and Probate and Real Property Sections, Member
- Delaware State Bar Association, Tax and Trusts and Estates Sections, Member
- American Society of Pension Actuaries, Associated Professional Member
- Wilmington Tax Group, Past President
- Widener University School of Law, Dean's National Advisory Council
- Widener University School of Law, Law Firm Alumni Liason
- Mental Health Association in Delaware, Director and President
- International Foundation of Employee Benefit Plans, Member
- Babe Ruth and Little League Baseball, Certified Umpire

Publications

June 27, 2018

U.S. Supreme Court Rules Employees Cannot Be Forced To Pay Fair Share Fees

January 1, 2013

What the American Taxpayer Relief Act of 2012 Means to You, Tax, Benefits

Trusts & Estates Law Update, Winter 2013

March 1, 2011

Tax, Benefits, Trusts & Estates Law Update, Winter 2011

August 1, 2010

Health Care Reform - Employers Must Play or Pay Under Health Care Reform

Delaware Employment Law Letter, Vol. 15, No. 8, August 2010

January 29, 2010

Memo to Clients Regarding the Federal Estate Tax for Calendar Year 2010

April 2, 2009

ARRA COBRA Subsidy Information

January 1, 2009

Tax Benefits Update Card 2009

January 1, 2008

Tax Benefits Card 2008

January 1, 2007

Tax Benefits Update Card 2007

September 1, 2006

Defined Contribution Provisions of the Pension Protection Act of 2006

Events

April 12, 2018

2018 Annual Labor and Employment Law Seminar

February 22, 2018

Young Conaway Hosts Tax Seminar, "An Update and Analysis of the New Federal Tax Legislation: What Does It Mean for You and Your Clients?"

May 5, 2016

Selected Topics in Tax, Trusts & Estates, and Employee Benefits Plus Data Protection Issues and Strategies and Valuation of Environmentally Contaminated Properties

May 21, 2014

2014 Tax, Trusts and Estates, and Non-Competition Agreements Update

November 15, 2013

"After the Storm, Picking up the Pieces: Healthcare, Portability, and Taxes," Delaware Tax Institute

September 11, 2013

"DOMA and PPACA, Where Are We Now?," Delaware Employer Council, September 11, 2013

September 26, 2012

"Where Do We Go From Here? Health Care Reform After Nat. Fed. of Ind. Bus. v. Sebelius," L & W Insurance, Inc. Health Care Reform Update

October 20, 2011

"The New Fee Disclosure rules 408(b)(2) and You," Weiner Benefits Group Event (Handouts 2011)

March 18, 2011

"PPACA & Employer Action Items," Strategic HR: Kelly Educational Series, Kelly Benefit Strategies (Handouts)

November 20, 2010

**"Health Care Reform- Time to Take Your Medicine," Delaware Tax Institute
*Widener University School of Law***

October 27, 2010

**Chapter 7 Panel Trustee Training, Office of the U. S. Trustee, Middle District of Pennsylvania
*Harrisburg, Pennsylvania***

September 14, 2010

**"Preparing for Health Care Reform in 2011 Under Current Guidance," Delaware SHRM Dinner Meeting
*Christiana Hilton***

June 9, 2010

**Health Care Reform Panel Discussion, Weiner Benefits Group
*Red Clay at Little Falls***

June 4, 2010

**"Preparing for Health Care Reform With Limited Guidance," Employment Law Breakfast Seminar
*The Offices of Young Conway Stargatt & Taylor, LLP***

May 20, 2009

**Discussion and Presentation of Recent Changes to COBRA, Delaware State Chamber of Commerce
Employee Relations**

April 29, 2009

**2009 Annual Employment Law Seminar
*Chase Center on the Riverfront***

April 15, 2009

"COBRA Changes," Delaware Contractors Association

March 25, 2009

"COBRA," Delaware Medical Group Management Association Half-Day HR Program

Dover Downs Hotel

February 26, 2009

"Fulfilling Your COBRA Obligations During Difficult Economic Times," Lyons Companies Seminar

Delaware Corporate Center

News

August 15, 2018

42 Young Conaway Lawyers Recognized by Best Lawyers in America, with 4 Attorneys Further Recognized as Lawyers of the Year (Wilmington, DE)

August 15, 2017

41 Young Conaway Attorneys Named in The Best Lawyers In America and Three Attorneys Receive Additional Specialty Recognition as Lawyer of the Year (Wilmington, DE)

August 17, 2015

36 Young Conaway Attorneys Named In 2016 Best Lawyers in America

August 16, 2013

36 Young Conaway Attorneys Named Best Lawyers in America 2014

June 5, 2013

Twenty-Eight from Young Conaway are Delaware Super Lawyers 2013

September 16, 2011

Young Conaway Attorneys Honored in The Best Lawyers in America® 2012