



## 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 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. Tim also advises governmental entities on the administration of their benefits plans, which are not Covered by ERISA.

### **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).

## 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 Professionals and Actuaries
- Wilmington Tax Group, Past President
- Widener University School of Law, Dean's National Advisory Council
- Widener University School of Law, Law Firm Alumni Liaison
- International Foundation of Employee Benefit Plans, Member