



Benjamin Gibbons

Associate

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Benjamin Gibbons is an executive compensation and employee benefits associate in Choate's Tax group. He counsels employers on ERISA and other employee benefits issues, as well as advises both private and public companies on executive compensation matters. Mr. Gibbons is also licensed in Massachusetts as a Certified Public Accountant.

EDUCATION

New England Law Boston
JD, 2011, *cum laude*

University of New Hampshire
MS, 2004

University of New Hampshire
BS, 2003

PRACTICE FOCUS

Employee Benefit Plans

Counsels both for-profit and not-for-profit employers on the design, implementation and administration of tax-qualified retirement plans, nonqualified deferred compensation plans, and welfare benefit plans.

Executive & Equity Compensation

Advises senior executives and boards on matters related to executive compensation, including employment, severance, and change in control arrangements.

REPRESENTATIVE ENGAGEMENTS

- Experience structuring and drafting nonqualified deferred compensation arrangements, with a particular focus on compliance with section 409A.
- Routinely advises on executive compensation, ERISA, and employee benefit plan issues arising in connection with mergers, acquisitions, credit facilities, and other business transactions.
- Extensive experience drafting plan documents and amendments for benefit plans of all types.
- Assists clients in correction of retirement plan issues under IRS' EPCRS program and the DOL's VFCP program.
- As a former auditor, managed over 500 annual employee benefit plan audit engagements for clients ranging in size from approximately 100 to over 10,000 participants.
- As an auditor, was responsible for large clients and complex benefit plan arrangements, including overseeing SEC 11-K engagements.

ADMISSIONS

Massachusetts

PRACTICE AREAS

Labor, Employment & Benefits

Tax

PROFESSIONAL AND COMMUNITY INVOLVEMENT

Mr. Gibbons is a member of the advisory board of the Pension Action Center, a UMass Boston affiliated organization that assists low-income individuals in navigating complex pension laws and claiming the retirement benefits they have earned. He is also a member of the Boston Bar Association, American Bar Association, American Society of Pension Professionals and Actuaries, and the American Institute of Certified Public Accountants. Mr. Gibbons also participates in the firm's pro bono program.