BCLP. Client Intelligent

RICHARD L. ARENBURG

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BIOGRAPHY

Rick Arenburg's employee benefits practice encompasses a broad spectrum of matters, ranging from the intricacies of various benefit plans to executive compensation and specialized non-profit and ERISA issues. He serves a diverse client base that includes Fortune 500 companies, publicly and privately held businesses, and foreign entities with U.S. operations.

Comprehensive Employee Benefits Experience

Rick advises clients on the design, implementation, and ongoing administration of both tax-qualified and nonqualified retirement plans, health and welfare benefit plans, and compensatory programs involving employer stock or performance measures. His experience extends to negotiating contracts with service providers, such as trust agreements, administrative services agreements, annuity contracts, and performance guarantee agreements. Rick's role in representing

clients before the Internal Revenue Service (IRS) and the U.S. Department of Labor (DOL) is crucial, especially in navigating audits and compliance situations, whether voluntary or involuntary.

Strategic Executive Compensation

In the realm of executive compensation, Rick plays a key role in negotiating employment agreements, severance agreements, change-in-control agreements, and other executive-level arrangements. He designs and implements long-term incentive programs, including the use of private options and option deferral techniques, ensuring that these incentives align with corporate goals and regulatory requirements.

Specialized Non-Profit and ERISA Matters

In his work with non-profit organizations, Rick provides guidance on compensating key executives in compliance with private inurement rules and other federal tax restrictions. He also assists venture capital funds, pension plan investors, and business partners in navigating ERISA complications, working to minimize conflicts of interest. Additionally, Rick helps clients seek exemptions from the DOL for transactions between plans and related parties that would otherwise be prohibited under ERISA's broad conflict-of-interest rules.

Mergers and Acquisitions

Rick's experience also extends to mergers and acquisitions, where he negotiates the employee benefits aspects of transactions. He performs thorough due diligence to uncover "hidden" benefit liabilities and assists surviving entities with integrating and consolidating employee benefit programs post-acquisition. His strategic approach ensures that employee benefit considerations are seamlessly addressed in the context of M&A activity.

Rick Arenburg's extensive experience and multifaceted expertise make him a valuable resource for clients navigating complex employee benefits, executive compensation, and ERISA issues. His ability to address both routine and specialized matters ensures that his clients are well-positioned to achieve their business and regulatory objectives.

CIVIC INVOLVEMENT & HONORS

- *The Best Lawyers in America*, Employee Benefits (2010-2014, 2020-2024)

PROFESSIONAL AFFILIATIONS

- American Bar Association – Tax Section
- State Bar of Georgia – Tax Section

ADMISSIONS

- Georgia, 1981

EDUCATION

Emory University, LL.M., 1987

Emory University, J.D., 1981

Emory University, B.A., 1978

RELATED PRACTICE AREAS

- Employee Benefits & Executive Compensation
- Tax & Private Client
- Financial Services Corporate & Regulatory Team
- Sports & Entertainment
- Corporate
- Finance
- Litigation & Dispute Resolution
- Cross-border Employment Issues
- Sports & Event Financing
- Financial Institutions
- Funds Finance
- Plan Design & Implementation
- Plan Administration & Fiduciary Issues
- Welfare Plans
- Interdisciplinary Privacy/HIPAA Practice
- Practice Before Government Agencies
- ERISA & Employee Benefits Litigation
- International Pensions & Benefits Practice
- Sports & Entertainment Contract, Endorsement & Celebrity Representation Practice
- Anti-Doping Practice
- Sports & Event Venue Real Estate Infrastructure and Operation
- Naming Rights & Sponsorship Practice
- Sports & Entertainment M&A Practice
- Sports & Entertainment Litigation Practice
- Collegiate Sports Practice
- Sports & Entertainment Specialty Counseling Practice
- Entertainment Industry Practice

- Workouts & Financial Restructuring
- Wealth Management
- Subchapter S
- Going Private
- Community Banking Litigation
- De Novo Banking
- Olympic & National Governing Body Practice
- Professional Sports Team Practice
- Pensions
- Share Plans & Incentives
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- Bank Regulatory Compliance, Operational Support & New Products
- Executive & Deferred Compensation
- Employment & Labor
- Investigations
- Regulation, Compliance & Advisory

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Apr 05, 2022
BCLP Team Advises Neenah, Inc., in $3B Merger of Equals

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BCLP Benefits summer 2021 newsletter

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Oct 27, 2020
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