



RICHARD L. ARENBURG

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BIOGRAPHY

Rick Arenburg's employee benefits practice spans the full range of benefit matters, from all types of employee benefit plans to executive compensation and mergers and acquisition issues to non-profit and ERISA specialty matters. Mr. Arenburg's clients include Fortune 500 companies and their affiliates, other publicly and privately held companies and foreign entities with U.S. operations.

In the employee benefits plan area, Mr. Arenburg advises clients on the design and implementation of, and ongoing administrative issues with, tax-qualified and nonqualified retirement plans, health and other welfare benefit plans and compensatory programs involving the use of employer stock or other performance measures. In addition, he negotiates contracts with service providers to employee benefit plans, including trust agreements, administrative services agreements, annuity contracts and performance guarantee agreements. Mr. Arenburg also represents clients before the

Internal Revenue Service and U.S. Department of Labor in connection with audits in both voluntary and involuntary compliance situations.

In the executive compensation area, Mr. Arenburg assists clients in negotiating employment agreements, severance agreements, change-in-control-agreements and other similar arrangements with incoming, existing and departing executives. He also designs and implements executive-level, long-term incentives, including the use of private options and option deferral techniques.

In the mergers and acquisitions area, Mr. Arenburg negotiates the employee benefit aspects of mergers and acquisitions. He also performs due diligence to identify "hidden" benefit liabilities as well as assists surviving entities with the integration and consolidation of employee benefit programs.

In the non-profit and ERISA specialty areas, Mr. Arenburg's services include assisting non-profit organizations in compensating key executives in a manner consistent with private inurement and other federal tax restrictions, assisting venture capital funds and pension plan investors and pension funds and business partners in jointly conducting business while minimizing ERISA complications, and assisting clients in seeking available exemptions from the U.S. Department of Labor for transactions between plans and related parties that otherwise would be prohibited under ERISA's broad conflicts of interest rules.

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

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
- Banking Sector
- 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
- Bank Transactions & Strategy
- Bank Regulatory Compliance, Operational Support & New Products
- Executive & Deferred Compensation
- Employment & Labor
- Investigations
- Regulation, Compliance & Advisory

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Awards

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News

Jun 14, 2023

Cross-firm BCLP team advises Wireless Telecom Group in merger with Maury Microwave

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News

Apr 05, 2022

BCLP Team Advises Neenah, Inc., in \$3B Merger of Equals

Insights

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BCLP Benefits summer 2021 newsletter

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BCLP Benefits Q3 Review: IRS, DOL, & PBGC Guidance

Insights

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