



Benefits & Compensation

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Few firms of any size can match the resources Ivins has dedicated to ERISA, executive compensation and other employee benefits.

- *Chambers & Partners*

In an age of mega law firms and consolidation, IPB remains one of the few independent tax and employee benefits specialty law firms. We continue to thrive because we focus on:

- **Unbiased Representation.** We represent employers not service providers. Many of our competitors represent the insurance companies, third-party administrators, and other entities that service employer plans. We focus on the employer side, which allows us to zealously represent you and your plans without conflict.
- **Service.** We aim to answer your questions quickly and efficiently without reinventing the wheel. No question is too narrow for us to answer, and clients value our responsiveness and practical guidance.
- **Partnership.** We focus on your needs, and partner with you and your colleagues to achieve your company's goals. We regularly and comfortably work alongside other service providers, recognizing the different skills and value each of us brings to the table. As your partner, we always ensure that you are working with an attorney who has the right experience to address your specific issue.
- **Flexibility.** We don't take a one-size-fits-all approach. We are nimble in how we approach issues. Sometimes a client wants a turn over every rock answer, and sometimes a client just wants a quicker pretty sure response. It depends on how much is riding on the question. We get that.

AREAS OF FOCUS



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- Retirement Plans
- Executive Compensation
- Health & Welfare Plans
- Mergers & Acquisitions

- Payroll Tax & Fringe
- Plan Investments
- Vendor Contracting & HR Outsourcing
- ERISA Litigation

NEWS

- March 5, 2026
IPB Recognized in Best Law Firms 2026
- March 5, 2026
Twenty-One IPB Attorneys Recognized in Best Lawyers in America and Ones to Watch 2026 Editions
- March 2, 2026
Benjamin Grosz Quoted in PlanSponsor on Fiduciary Outsourcing
- February 26, 2026
Harrison Richards and Renee Suzich Publish Bloomberg Law Article About the Tax Treatment of Compensation Clawbacks
- December 18, 2025
Harrison Richards Analyzes the Taxation of Partnership Shares in Litigation for TaxNotes
- November 4, 2025
IPB Attorneys Comment on Proposed No-Additional-Cost Service and Employee Discount Regulations
- November 4, 2025
IPB Attorneys Comment on Proposed No-Additional-Cost Service and Employee Discount Regulations
- October 2025
Mandatory Roth 401(k) and 403(b) Catch-Up Contributions Under the SECURE 2.0 Act



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- September 19, 2025
Alex Maged and Percy Lee Publish Bloomberg Tax Article About Navigating State-by-State Drug Benefit Compliance Obligations
Bloomberg Tax
- 2025
Expanded Tax-Free Employer Reimbursement of Student Loan Repayments
Employee Benefits & Tax Client Alert
- August 23, 2025
Alex Maged Quoted in CNN Article on Tax Saving Strategies for Families
- August 23, 2025
Alex Maged Quoted in CNN Article on Tax Saving Strategies for Families
- June 5, 2025
Ivins Attorneys Recognized in Chambers USA 2025
- May 30, 2025
Thirteen IPB Attorneys Included in Super Lawyers 2025
- April 8, 2025
Ben Grosz quoted in recent PlanSponsor article "More Fiduciary Basics"
- April 1, 2025
Ben Grosz quoted in recent PlanSponsor article "Fiduciary Basics for New Plan Sponsors"
- March 26, 2025
Alex Maged and Percy Lee Publish Bloomberg Tax Article About Employee Requests for Late Enrollment in Health and Welfare Plans
Bloomberg Tax
- Alex Maged and Jodi Epstein Publish Article for Bloomberg Tax On Retirement Plan Overpayments After SECURE 2.0
- November 7, 2024
IPB Recognized in Best Law Firms 2025
- October 13, 2024
IPB Achieves Mansfield Certification Plus for the Third Time



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- September 17, 2024
Alex Maged and Jodi Epstein publish an article in Bloomberg Tax Concerning 401k Plan Forfeitures
Bloomberg Tax
- September 9, 2024
Harrison Richards Reviews the Tax Consequences of Business Air Travel in TaxNotes
TaxNotes
- August 20, 2024
Spencer Walters and Ben Grosz quoted in recent PlanSponsor article "Plan Distribution Options Can Help Participants Recover From Disasters Like Debby"
- August 15, 2024
Twenty-Two IPB Attorneys Recognized in Best Lawyers in America and Ones to Watch 2025 Editions
- June 18, 2024
2024 Chambers USA Guide Recognizes Four IPB Partners Individually and the Tax and Benefits Practices
- June 14, 2024
Ben Grosz Quoted in PlanSponsor Magazine's Article "Creating Committees of Excellence"
PlanSponsor

PUBLICATIONS

- November 2025
The Forgotten Promise: Why PBGC Retirement Benefit Guarantees Should Continue After Pension Risk Transfer Transactions
PRT PBGC Guarantees
- 2025
Expanded Tax-Free Employer Reimbursement of Student Loan Repayments
Employee Benefits & Tax Client Alert
- 2025
Expanded Tax-Free Employer Reimbursement of Student Loan Repayments
Employee Benefits & Tax Client Alert
- March 26, 2025
Late Health and Welfare Plan Enrollment Requests: Tax, ERISA, and Contractual Issues
Benefits Bullets



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- February 2, 2025
Addressing Retirement Plan Overpayments After SECURE 2.0
Benefits Bullets
- February 14, 2025
Options for Asset Allocation Disclosure on a Defined Benefit Plans Annual Funding Notice
Benefits Bullets
- January 23, 2025
Relaxed Rules for Furnishing Form 1095-C to Employees
Benefits Bullets
- September 18, 2024
Protecting 401(k) Plans from Lawsuits Over Use of Forfeiture Funds
Benefits Bullets
- August 5, 2024
Selecting an Automatic Rollover Vendor for a Qualified Pension Plan
Benefits Bullets
- March - April 2024
Catch as Catch Can
PlanSponsor
- Jan - Feb 2024
Fiduciary Best Practices
PlanSponsor
- March - April 2024
Out of the Fog
PlanSponsor
- July 3, 2024
Want to Offer a Dependent Care FSA to Employees? Some May Owe More Tax by Contributing
Benefits Bullets