



KERR, RUSSELL AND WEBER, PLC
ATTORNEYS AND COUNSELORS

Employment, Fringe Benefit and Personnel Services

Kerr, Russell and Weber has always maintained a strong business orientation. Today, KRW attorneys are involved in employment law on a variety of levels. Our goals are to limit each client's liability in employment and personnel disputes, and to meet client needs as quickly and as inexpensively as possible with a minimum of interruption in day-to-day operations.

Our fringe benefit experience allows us to design and draft qualified and nonqualified retirement plans, health and life insurance programs, and flexible benefit (cafeteria) plans to meet the needs and budgets of our clients.

We emphasize a practical approach, avoiding litigation where possible, minimizing liability, and even addressing employee gatherings when necessary to help explain documents, plans or policies.

Our experience makes KRW an important legal resource in a number of areas:

- Employment termination
- Discrimination
- Labor law
- Immigration and naturalization services including business personnel transfers, immigrant and non-immigrant visa petitions, labor certification cases and representation before the Immigration Court
- Designing and drafting of ERISA qualified plans, including ESOP's, pension, profit sharing and 401 (k) plans.
- Designing and drafting of nonqualified executive benefit programs
- Plan terminations, mergers, acquisitions and amendments
- Flexible benefit plans
- Health and life insurance plan consultation
- Analysis of fringe benefit exposure in corporate acquisitions and divestitures
- Individual retirement counseling
- Representation before the IRS and the Department of Labor