

**Position:** Employee Benefits Attorney

**Firm:** Rupp Pfalzgraf LLC

**Location:** Buffalo, NY or Remote

**Position Type:** Part-time or Full-time

**Overview:** Rupp Pfalzgraf LLC, a dynamic and growing law firm, is seeking an experienced and highly skilled Employee Benefits Attorney to join our legal team. This position offers the opportunity to work with a collaborative team while managing a diverse portfolio of clients. Our firm is committed to expanding its ERISA and employee benefits practice, and we plan to add 1-3 additional attorneys in this area over the next one to two years.

**Key Responsibilities:**

- Provide legal counsel on various employee benefits matters, including pension and retirement plans, health and welfare benefits, executive compensation, and compliance with federal and state regulations.
- Advise clients on plan design, administration, and compliance, including drafting plan documents, summary plan descriptions, and other related materials.
- Represent clients in regulatory matters, including interactions with the IRS, Department of Labor, and other governing agencies.
- Provide legal support for corporate transactions, including due diligence, integration, and compliance reviews.
- Stay current on changes in laws and regulations affecting employee benefits to provide proactive advice to clients.
- Collaborate with internal teams and external clients to deliver tailored legal solutions.

**Qualifications:**

- Juris Doctor (JD) degree from an accredited law school.
- Active bar membership in good standing in New York.
- 7-15 years of experience in employee benefits law, with extensive knowledge of ERISA, ACA, and related federal and state laws.
- Expertise in fringe benefit plans, retirement plans, health and welfare benefits, and executive compensation.
- Strong analytical, research, and drafting skills with a proven ability to handle complex legal matters.
- Demonstrated ability to manage multiple projects and meet tight deadlines.
- Excellent communication and interpersonal skills, with a strong focus on client service.

- A collaborative, self-motivated, and proactive approach to problem-solving and team interaction.

#### **Why Join Rupp Pfalzgraf LLC?**

- Competitive salary ranges from \$120,000 to \$200,000 annually, commensurate with experience and qualifications. Books of business are not required but are considered.
- Negotiable starting bonus and relocation stipend.
- Flexible work arrangements, including remote work options.
- A supportive and inclusive work environment that encourages professional development and career growth.
- Opportunities to work on challenging and impactful legal matters in a collegial setting.

*All qualified applicants will be afforded equal employment opportunities without discrimination because of age, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, disability, predisposing genetic characteristics, familial status, marital status, or domestic violence victim status.*