



Teri Forehand King

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Areas of Practice

Employee Benefits | Executive Compensation | ERISA | Retirement Programs

Ms. King advises in-house counsel and human resources and benefits personnel on qualified and nonqualified retirement plans as well as executive compensation.

She provides practical guidance to clients on how best to comply with the complex legal issues and challenges that fall within the framework of employee benefits laws, such as:

- Advising regarding the selection, regular monitoring and update of service providers to ensure fiduciary compliance in today's climate of prevalent litigation;
- Performing searches for recordkeepers, investment advisors, third-party administrators, actuaries, auditors and funding providers;
- Negotiating vendor service agreements;
- Helping with acquisitions and consolidating acquired groups and plans into client programs and/or winding up acquired plans;
- Updating retirement programs to reflect modern approaches and cost considerations;
- Negotiating with the IRS for qualified retirement plan corrections to maintain the qualified status, as well as advising about corrections that are appropriate without an IRS submission;
- Assisting with corrections to avoid penalties under Internal Revenue Code Section 409A;
- Reviewing communications, policies and procedures for compliance and practicality; and
- Advising plan fiduciaries on all aspects of compliance and procedure.

Continued

Ms. King has significant experience in the areas of pension derisking and pension plan terminations, for plans ranging in size from \$30 million to \$1 billion. She advises clients throughout the process of evaluating options, navigating the formal steps, and guiding fiduciaries through the full derisking project in a compliant manner.

For over 20 years, Ms. King has proactively helped clients solve and prevent problems before they occur. Ms. King's many years of experience allow her to approach client concerns with pragmatism and an understanding of practical problems associated with operating employee benefit programs, as well as the technicalities of compliance.

From 2021-2023, Chambers USA: America's Leaders Lawyers for Business, recognized Ms. King for Employee Benefits & Executive Compensation.

Ms. King received her, B.A., from Florida State University, and her J.D., summa cum laude from Georgia State University College of Law.

Admissions

Georgia

Memberships

State Bar of Georgia