

Tobin R. Walls

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Tobin R. Walls is a Partner in the Executive Compensation and Employee Benefits Practice of Smith, Gambrell & Russell, LLP.

Mr. Walls advises clients on all aspects of retirement plan compliance and operation. He also advises on executive compensation and non-retirement benefit issues.

Mr. Walls responds to day-to-day questions on a host of issues ranging from errors in plan administration to possible plan design changes to participant communications, including:

- Helping clients take advantage of various governmental correction programs;
- Overseeing a wide range of plan design changes, from establishing new plans, making significant changes to existing plans to terminating and winding down plans;
- Participating in creating various “de-risking” strategies for pension plans, including lump-sum windows, annuity lift outs and terminations;
- Assisting in terminating plans ranging in size from small plans to large plans with more than \$1 billion in assets;
- Creating, modifying and enhancing numerous nonqualified deferred compensation plans, including traditional deferred compensation plans, SERPs and more exotic arrangements for non-employees;
- Designing compensation arrangements in individual employment agreements, incentive plans and severance plans; and
- Helping clients respond to government audits, including responding to initial data requests, preparing for, and participating in, interviews and negotiating corrections and sanctions.

Mr. Walls also advises clients on a wide range of fiduciary issues, including restructuring fiduciary committees to better protect directors and trustees. He regularly participates in committee meetings, providing fiduciary training and advice on issues ranging from fund selection to plan fees.



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Areas of Practice

Executive Compensation and
Employee Benefits

Admissions

Georgia

Continued



Mr. Walls graduated from Duke University, magna cum laude. He received his J.D. from Emory University School of Law. He is a member of the State Bar of Georgia.