



Aaron M. Pierce

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Profile

Honors & Affiliations

- New York State Bar Association

Representative Matters

- Resolved a complex IRS audit of the 401(k) retirement plan of a financial services firm in a manner that avoided costly corrective action
- Guided a large higher education institution through the correction of significant retirement plan operational issues through the IRS' Voluntary Correction Program
- Advised a road construction organization regarding the consolidation of their retirement plan programs in a manner that satisfied its prevailing wage obligations
- Assisted a robotics company with the fiduciary and administrative issues associated with the termination of an employee stock ownership plan

Representative Presentations

- Now What? With Trump in, is the ACA out?, HR.com December 14, 2016
- Living with the Affordable Care Act - Traps for the Unwary & Preparing for the Employer Mandate Reporting Rules, MACNY HR Breakfast Briefing, September 15, 2015
- The Most Common Mistakes Employers Make in Retirement Plans (and how to fix them, Adirondack Financial Services Corp., April 8, 2014
- The DOMA Decision Seminar: What it Means for Employee Benefits, Adirondack Financial Services Corp., July 30, 2013
- Employer Compliance with the Affordable Care Act -- Are You Ready?, CNY SHRM Seminar, January 17, 2013

Representative Clients

- Andritz, Inc
- Crouse Hospital
- Legrand North America
- New York Air Brake Corporation

Education

- University at Buffalo School of Law (J.D., *cum laude*, 1996)
- State University of New York at Geneseo (B.A., *magna cum laude*, 1993)

Bar/Court Admissions

- New York

Practices

- Tax
- Health Care
- Employee Benefits and Executive Compensation
- Business and Transactions
- Essential Resources for Business

- New York Power Authority
- Ohio Wesleyan University
- Rochester Institute of Technology
- SRC, Inc.
- St. Elizabeth Medical Center
- Upstate Medical University