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Adam M. Zuidema

Associate

adam.zuidema@stevenslee.com

Reading

Phone: 610.478.2155

Areas of Focus

Practice

ERISA, Employee Benefits and Executive Compensation

Industry

Financial Institutions

Adam is an employee benefits and ERISA attorney who focuses his practice in the area of employee pension benefit plans including the drafting, design, compliance and administration of single employer, multiple employer and multiemployer plans. He advises plan sponsors and multiemployer plan boards of trustees with respect to the applicable requirements of the Internal Revenue Code (Code) and the Employee Retirement Income Security Act of 1974 (ERISA) for all types of defined contribution and defined benefit plans including 401(k), 403(b), employee stock ownership, money purchase pension, multiemployer pension benefit and traditional defined benefit plans.

In addition to routinely working with clients' boards of directors and their human resources, finance, legal and executive teams concerning day-to-day retirement plan administration and compliance, Adam advises clients with respect to plan mergers, terminations and spinoffs in connection with ongoing business operations, strategic planning initiatives and M&A transactions. He regularly assists clients with navigating retirement plan audits and investigations conducted by the Internal Revenue Service (IRS) and U.S. Department of Labor (DOL) and counsels clients concerning the correction of retirement plan operational issues through governmental correction programs such as the IRS's Employee Plans Compliance Resolution System (EPCRS) and the DOL's Voluntary Fiduciary Correction Program (VFCP).

Adam has extensive experience advising contributing employers and boards of trustees of multiemployer defined benefit pension plans concerning minimum funding standards and the operational requirements when such a plan is certified as being in endangered, critical, or critical and declining status, including the development and drafting of funding improvement and rehabilitation

plans. He regularly advises multiemployer plan contributing employers and boards of trustees with respect to withdrawal liability issues and fiduciary matters under ERISA. Adam has also assisted contributing employers and boards of trustees of distressed multiemployer defined benefit pension plans with respect to the application process for receiving special financial assistance (SFA) from the Pension Benefit Guaranty Corporation (PBGC) under the American Rescue Plan Act of 2021 (ARPA) and the operational requirements applicable to plans that have received SFA funds.

Affiliations

- American Bar Association
- Pennsylvania Bar Association
- Berks County Bar Association
- Lancaster Society for Human Resource Management

Recognition

- "Understanding 401 (k) Plan Automatic Enrollment," Lorman Education Services, Webinar, February 4, 2022
- "Bloomberg Law, Benefits & Executive Compensation Portfolios, Hughes and Zuidema," 388-7th T.M., Section 403(b) Arrangements

Education

- Dickinson School of Law of The Pennsylvania State University, J.D., 2007; Recipient, Irving K. Yaverbaum Accounting Prize
- Case Western Reserve University, B.A., 2004

Bar Admissions

- Pennsylvania