



firm profile

McMillan is a modern and ambitious business law firm serving public, private and not-for-profit clients across key industries in Canada, the United States and internationally. With recognized expertise and acknowledged leadership in major business sectors, we provide solutions-oriented legal advice through our offices in Vancouver, Calgary, Toronto, Ottawa, Montréal and Hong Kong. Our firm values – respect, teamwork, commitment, client service and professional excellence – are at the heart of McMillan's commitment to serve our clients, our local communities and the legal profession. For more information, please visit our website at www.mcmillan.ca.

contacts

pensions

overview

Company pensions are one of the pillars of retirement planning. As record numbers of workers reach their retirement years and government schemes struggle to keep up with their fiscal demands, company pension liabilities and solvency have become front-page news.

Pension-related issues are complex and technical, and without reliable counsel can be minefields of potential liabilities. Companies must ensure they are in compliance with legislation governing pension solvency, ownership and application of pension surpluses, allocation of expenses, ongoing plan administration, and taxation, among many issues.

McMillan's Employment and Labour Relations Group protects clients' interests while helping them comply with pension and tax legislation. We provide plan sponsors with advice on legal compliance requirements, and options for pension, retirement savings arrangements and benefit plans.

Our lawyers ensure clients are up to date and compliant with the latest developments in pension legislation. We help them make sound decisions all along the pension life cycle, from the establishment of a plan through to its implementation, ongoing administration and ultimate wind-up.

McMillan professionals help clients lead by:

- Providing advice, document preparation and review of plan governance, administration and member services, investment management, and compliance monitoring
- Negotiating with third-party service providers, and documenting service arrangements
- Interacting with regulators
- Providing dispute resolution and litigation support
- Ensuring compliance with federal income tax legislation and applicable pension standards
- Representing vendors or purchasers on material pension-related issues involved with mergers and acquisitions
- Assisting creditors and lenders in identifying and assessing material pension and benefit issues arising on debt products work
- Advising on legal implications and potential liability of directors and officers related to plan funding deficits