

# Snell & Wilmer

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## Jim Griffin

Of Counsel | Dallas

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## Main Bio

Jim Griffin works with clients on 401(k) plans and other retirement plans, as well as tax issues involving health plans, Section 125 cafeteria plans and Section 409A deferred compensation plans. He helps clients fix broken plans and work through examinations and investigations by the Internal Revenue Service and Department of Labor. For more than 30 years, Jim has been helping clients solve their employee benefit problems and make their employee benefit plans work better. His clients count on him to bring practical solutions with a common sense explanation. Jim enjoys helping clients break down barriers to get positive results in the important area of employee benefits and executive compensation.

## Representative Experience

- Advising employers on 401(K) third-party administrator and recordkeeper agreements.
- Representation in connection with IRS audit of private investments in an individual retirement account.
- Numerous Department of Labor investigations including late deposit of 401(K) contributions and Voluntary Fiduciary Correction Program (VFCP) filings.
- Advising fiduciaries and investment managers on ERISA compliance issues, including Committee management, charters, meeting and minutes.
- Working with employers using government self correction programs, including the IRS' Employee Plans Compliance Resolution Program (EPCRS), Voluntary Compliance Program (VCP), and the Department of Labor's Delinquent Filer Voluntary Compliance Program (DFVCP).
- Working with individuals and executives on various tax driven issues in executive plans and employment agreements, including 409A.

## Education

- Southern Methodist University, Dedman School of Law (J.D., *cum laude*)
- Texas Tech University (B.A., Business Administration, *summa cum laude*)

## Professional Memberships & Activities

- American Bar Association

- Section of Taxation, Employee Benefits Committee
- Texas Bar Association
  - Section of Taxation, Employee Benefits Committee, Co-Chair
- Dallas Bar Association
  - Employee Benefits Committee, Former Chair
- Southwest Benefits Association
- Texas Bar Foundation, Fellow

## **Representative Presentations & Publications**

- "Employee Benefits Unveiled: Crucial Compliance Nuggets You Didn't Know You Needed," Co-Presenter, Snell & Wilmer CLE Webinar Series (June 4, 2024)
- 2024 Whitley Penn Employee Benefit Plans Conference, Speaker (May 14, 2024)
- ESG & ERISA: Has the Pendulum Stopped Swinging? Dallas Bar Association (Spring 2024)
- ERISA and ESG: Catching Up to the Swinging Pendulum, Dallas Bar Association (Spring 2023)

## **Professional Recognition & Awards**

- Chambers USA
  - (Band 2) Ranked in Employee Benefits and Executive Compensation
- Best Lawyers in Dallas, D Magazine (2024)

## **Community Involvement**

- Broadway Dallas
  - Advisory Board Member
- First Dallas Media, 90.9 FM
  - Board Member
- Southern Methodist University, Dedman School of Law
  - Executive Board Member
- Southwestern Medical Foundation
  - Estate Planning Council Member
- Joint TEGE Council
  - Gulf Coast Chapter Member
- McKinney Avenue Transit Authority
  - Board Member
- First Baptist Church Dallas
  - Music Ministry, Orchestra Member
- Dallas Regional Chamber
  - Leadership Dallas, Class of 2003

## **Bar Admissions**

- Texas

## **Court Admissions**

- United States Court of Appeals, Fifth Circuit
- United States District Court, Northern District of Texas
- United States Supreme Court
- United States Tax Court