# Syed Fahad Saghir, A.S.A.

Counsel

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***Clients call on Fahad for his technical and practical experience to resolve retirement plan issues such as plan design, qualification and compliance issues under the Internal Revenue Code and ERISA. He draws on his prior experience as a retirement actuary, which makes him uniquely qualified to advise clients on funding and benefit administration issues for defined benefit plans.***

Fahad Saghir is counsel in Alston & Bird's Employee Benefits & Executive Compensation Group whose practice is primarily focused on qualified defined benefit and defined contribution plans, including single-employer, multiemployer and multiple employer plans. As an Associate of the Society of Actuaries and a former retirement actuary, Fahad has a unique comprehension of complex issues involving defined benefit plans. Fahad advises clients on a variety of issues facing plan sponsors and fiduciaries, including plan amendments, plan administration, nondiscrimination, funding, and benefit restriction rules under the Internal Revenue Code and ERISA.

## *Representative Experience*

- Assisting clients in complying with various notice, disclosure, and governmental filing requirements of ERISA.
- Counseling clients on plan amendments and administration based on legislative and regulatory updates.
- Defending plan sponsors and fiduciaries in investigations by the IRS, DOL, and PBGC.
- Negotiating service provider agreements on behalf of plan sponsors and fiduciaries.
- Assisting multiemployer plans and employers in asserting or challenging withdrawal liability assessments.
- Advising on employee benefits issues in corporate transactions, including integration and transition issues.
- Assisting plan sponsors in de-risking strategies of pension plans such as lump sum windows and annuity purchases.

## *Publications & Presentations*

### *Publications*

- "Chart - Comparison of Hours of Service for Purposes of Qualified Plans and Employer Shared Responsibility under PPACA," *American Benefits Council*, February 13, 2013.

### *Presentations*

- "Actuarial, Equivalence," and Multiple Employer Plans," 2019 Annual Enrolled Actuaries Meeting, Washington, D.C., April 7-10, 2019.
- 2019 Annual Enrolled Actuaries Meeting, Washington, D.C., April 7-10, 2019.
- "Actuarial Equivalence" and "4010 Refresher for the Recently Afflicted," 2017 Annual Enrolled Actuaries Meeting, Washington, D.C., April 2-5, 2017., Washington, D.C., April 2-5, 2017.
- "Survival Guide: Compliance Challenges in a World Without the IRS Determination Letter Program," Worldwide Employee Benefits Network, Washington, D.C., January 26, 2017.

### *Professional & Community Engagement*

- Associate of Society of Actuaries
- Associate of Consulting Actuaries
- DC Bar Foundation, Young Lawyers Network Leadership Council, co-chair

### *Education*

- Brigham Young University (J.D., 2006)
- Brigham Young University (B.S., 2003)

### *Admitted to Practice*

- Illinois
- District of Columbia

### *Related Services*

Employee Benefits & Executive Compensation | Tax