ALSTON & BIRD

Syed Fahad Saghir, A.S.A.

Counsel

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Related Services

Employee Benefits & Executive Compensation ▪ Tax

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.
- Advising clients with respect to ERISA matters in structured finance transactions and securitizations.
- 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

- "Working with Overfunded Pension Plans," *Bloomberg Tax Compensation Planning Journal*, April 7, 2023.

Presentations

- CCA Enrolled Actuaries Conference 2024, Conference of Consulting Actuaries, Washington, D.C., March 10–13, 2024.
- "Missing Participants" and "Changes to DC Plans on Secure 2.0," 2023 CCA Enrolled Actuaries Conference, webinar, May 1, 3 & 5, 2023.

Professional & Community Engagement

- Associate of Society of Actuaries
- Associate of Consulting Actuaries

Education

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

Admitted to Practice

- District of Columbia