

## **JOHN C. HUGHES, ESQ.**

### **THE ERISA LAW GROUP, P.A.**

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John C. Hughes is a shareholder with The ERISA Law Group, P.A. John's practice is focused exclusively in the area of ERISA/employee benefits. John represents clients relative to issues involving all kinds of employee benefit plans including 401(k), profit sharing, pension/defined benefit, 457, 403(b), nonqualified deferred compensation/409A, employee stock ownership ("ESOP"), governmental, 125/cafeteria, and health and welfare plans.

John represents and provides advice to private employers, plan committees, individuals, corporations, tax-exempt entities, governmental entities, and associations. He also represents retirement plan industry professionals and organizations such as financial institutions, third-party administrators, accountants, and plan consultants. John counsels clients on a broad spectrum of plan related issues including compliance, fiduciary responsibilities, plan operations and administrative issues, plan corrections, plan design, mergers and acquisitions, litigation, and plan qualification. His experience includes drafting and preparing plan documents and amendments, associated resolutions and consents, plan required notices, summary plan descriptions, benefit statements, distribution forms, merger related documents, purchase agreements, plan related procedures, service provider contracts, QDROs and QMCSOs, requests for Internal Revenue Service determination letters, and applications under the Internal Revenue Service's plan correction program.

John is the Coeditor-In-Chief of a well established nationally circulated monthly newsletter entitled the *401(k) Advisor*. He is a Board Member and the Past President of the Boise Chapter of the Western Pension & Benefits Council. John frequently writes and speaks on ERISA topics. John was Managing Editor of the *California Western Law Review*. He acted as a *Pro Tem* Judge for the San Diego Superior Court from 2001 through 2005, and is a former member of the Louis M. Welsh Inn of Court.

John's primary focus is to solve employee benefit problems and assist clients in achieving their employee benefit objectives. With an understanding of the parameters of the law, he seeks to find and create opportunities for clients. At the same time, he helps clients maintain their plans in compliance with the numerous and ever-changing legal requirements. John compliments his technical expertise with a practical and efficient approach. Creativity, dedication to clients, and the achievement of his clients' objectives perhaps best describes John's practice.

John is originally from Port Washington, New York. He and his wife have three sons. He enjoys family, friends, skiing, hiking, music, and reading.

#### **EDUCATION AND ASSOCIATIONS**

- California Western School of Law, J.D., 1995
- State University of New York at Buffalo, B.A., 1991
- Western Pension & Benefits Council – Boise Chapter, Board Member and Past President
- City Club of Boise, Member
- Human Resources Association of Treasure Valley, Member
- Idaho State Bar
- California State Bar