

Job Description - Legal Counsel - Employee Benefits (2100016C)

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Legal Counsel - Employee Benefits

- (2100016C)

About TI

Texas Instruments Incorporated (TI) is a global semiconductor design and manufacturing company that develops analog ICs and embedded processors. By employing the world's brightest minds, TI creates innovations that shape the future of technology. TI is helping about 100,000 customers transform the future, today. We're committed to building a better future – from the responsible manufacturing of our semiconductors, to caring for our employees, to giving back inside our communities and developing great minds. Put your talent to work with us – change the world, love your job!

About the job

TI's Legal Counsel - Employee Benefits will be the primary lawyer responsible for providing legal advice and support to TI's HR benefits team, senior leaders and plan fiduciaries on design, implementation, interpretation and compliance with respect to U.S. employee benefits, including defined benefit and defined contribution, deferred compensation, health and welfare, profit sharing and stock plans.

Duties and responsibilities will include:

Provide day-to-day advice and counsel to TI's HR benefits team on legal compliance with ERISA, the Internal Revenue Code, COBRA, HIPAA, the Affordable Care Act and other applicable laws and regulations

Partner on benefits issues with TI's employment and corporate governance attorneys as well as Treasury, Financial Accounting, Tax and Payroll

Monitor benefits-related legislative and regulatory developments and proactively coordinate with the HR benefits team to ensure awareness and compliance

Track litigation and enforcement trends and act to manage fiduciary risk

Serve as secretary and counsel for the Administration Committee and the Retirement Investment Committee, advising on fiduciary duties, use of delegated authorities and governing documents

Assist with the management of benefit claim appeals, including drafting communications and advising the Administration Committee

Participate in benefit planning and design

Draft and amend plan documents; review and revise employee/participant communications, including summary plan descriptions

Advise on annual benefit plan audits and plan reporting, required plan testing and operational reviews and corrections

Provide direction on benefit funding, eligible trust expenses and administrative charges

Provide guidance on U.S. benefit trusts and investment-related matters, including VEBA requirements

Advise on required reporting and disclosure programs and other notices under ERISA

Interface with governmental agencies (e.g., IRS, DOL, PBGC) on benefit matters (e.g., investigations/audits, participant queries, voluntary compliance efforts)

Provide support for Canadian benefits and other global employee benefit initiatives/foreign benefit trusts as needed

Review and negotiate service agreements with benefit providers

Manage efficient and effective use of outside benefits counsel

Minimum requirements

J.D. from an accredited law school and active membership in good standing in at least one state bar

At least 5 years of experience practicing law in the area of employee benefits/ERISA

Preferred qualifications:

Strong working knowledge of ERISA, the Internal Revenue Code, HIPAA and the Affordable Care Act

Familiarity with administrative processes pertaining to recordkeeping, custodial duties and asset management

Ability to advise on strategic as well as administrative matters and to apply legal knowledge to help create practical business solutions

Ability to work in teams, collaborate effectively with people in different functions, and build strong, influential relationships

Strong interpersonal skills, well-developed oral and written communication skills and excellent judgment

Well-organized and able to independently manage a diverse and complex workload while maintaining priorities, proactively anticipating issues, and driving for results

If you are interested in this position, please apply to this requisition.

Texas Instruments is an equal opportunity employer and supports a diverse, inclusive work environment. All qualified applicants will receive consideration for employment without regard to protected characteristics, including race, color, religion, sex, national origin, disability, veteran status, sexual orientation, gender identity or age.

Primary Location US-TX-Dallas

Work Locations Dallas > North Campus - Research East 13588 N Central Expwy Dallas 75243

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