

Michael C. Wieber

Partner

Michael Wieber is a member of the firm's Employee Benefits Practice Group.

With almost 20 years' experience as in-house counsel with two nationally recognized trustees and plan record keepers, Mike's clients greatly benefit from his deep understanding of how and where legal decisions intersect with business objectives. He values straightforward, cost-efficient solutions to complex legal issues, and guides clients to practical solutions by applying his results-oriented approach.

Serving clients in both an advisory and counseling capacity, Mike assists with the design, implementation, administration and termination of employer plans. While guiding plan sponsors through the technical aspects of plan design and administration, he also ensures each employer's plan is aligned with the overall compensation philosophy of the entity.

Mike also guides clients through the ever-changing landscape of fiduciary investment rules and advises plan sponsors and trustees on fiduciary best practices. He works with third party administrators in ongoing compliance testing and legal aspects of real property dispositions. When disputes do arise, Mike is a seasoned resolution strategist who expertly negotiates and litigates, when necessary, to achieve optimal outcomes for his clients.

He assists employers of all sizes across diverse industry sectors, including publicly traded, tax-exempt and government entities. Mike's clients include HR professionals, business managers, trustees, custodians, third party administrators (TPAs), plan sponsors, investment advisors and record keepers.

His specific experience with Employee Benefit Plans and Plan Services includes:

Plan Types



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Milwaukee Office

Tel: (414) 277-5109

- 401(k) and Other Defined Contribution Plans
- Nonqualified Deferred Compensation Plans
- Church and Governmental Plans
- 403(b) Plans
- 457(b) and (f) Plans
- Defined Benefit and Cash Balance Plans
- ESOPs and Employer Stock Plans
- International Benefits Plans
- Multi-employer/Taft-Hartley Plans
- Multiple Employer Plans
- Voluntary Employee Beneficiary Associations (VEBAs)
- Flexible Spending Plans

Services to Plan Fiduciaries and Plan Sponsors

- Plan Design and Best Practices
- Fiduciary Responsibility and Investment Management
- Executive Compensation Consulting and Plan Design
- ERISA Litigation
- Employee Stock Ownership Plans
- IRS Plan Correction and Audits
- DOL Audits and Investigations
- Vendor Contracts and Negotiation
- Plan Management through Mergers and Acquisitions
- Plan Investments in Employer Securities and Employer Real Property
- Self-Directed Accounts
- ERISA Section 404(c)
- Plan Governance
- Plan Terminations
- Reporting and Disclosure
- Forms 5500

ERISA Services for Financial Institutions and Investment Advisers

- Department of Labor and IRS Investigations
- ERISA Investment Management and Plan Investments
- Mutual Fund ERISA Investment Advisory Guidance

Executive Compensation

- 409A Compliance
- Executive Agreements
- Nonqualified Plan Funding Arrangements

- Employment Taxes
- Deduction Limit Under 162(m)

ERISA Fiduciary Guidance

- Fiduciary Rules and Prohibited Transactions
- Prohibited Transaction Review and Correction
- Litigation & Controversy
- Preemption
- Claims and Appeals
- Broker and Service Provider Compensation
- Plan Expenses
- Independent Fiduciary Selection

Legal Services

- [Labor & Employment](#)
- [Employee Benefits](#)

Education and Honors

- Northwestern University, Kellogg School of Management, Certificate, Quarles & Brady Leadership Program (2018)
- Northwestern University School of Law (J.D., *with honors*, 1994)
- University of Notre Dame (B.B.A., *with highest honors*, 1991)

Bar Admissions

- Wisconsin
- Florida