

# “Can You Have Too Much of a Good Thing? Plan Administrator Discretion in Identifying Severance Plan Participants,” *Employee Relations Law Journal*

## Publications

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In this article, Jenner & Block Partner Joseph J. Torres and Associate Alexis E. Bates explore the delicate balance in providing plan sponsors with just enough—and not too much—discretion in severance plans under ERISA. The authors call attention to two cases where the transparency of the language, eligibility requirements, and discretionary scope laid out by plan sponsors in plan documents gave sponsors discretion to provide or withhold benefits that the courts ultimately upheld under ERISA.

[Read the article here.](#)

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