

Stephen M. Pennartz | Associate
Benefits & Executive Compensation

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Stephen M. Pennartz concentrates his practice on employee benefits and executive compensation matters, including:

- Design and drafting of retirement and welfare benefit plans
- Design and drafting of equity compensation arrangements, long-term incentive arrangements, and transaction bonus arrangements
- Drafting and negotiation of employment agreements
- Advice and guidance on compliance with ERISA and IRC section 409A
- Advice and guidance on the creation of employee stock ownership plans (ESOPs)

Stephen also has extensive experience advising employers and executives on employee benefits and executive compensation aspects of corporate mergers and acquisitions, including IRC section 280G.

Outside The Firm

Stephen enjoys spending time with his wife and dog in nature. He is also an avid skier and pianist.

Admissions

- Pennsylvania

Education

- University of Virginia School of Law, JD
- George Washington University, BA, summa cum laude

Professional Activities

Stephen is a member of Phi Beta Kappa.