





OVERVIEW

Before his retirement, clients turned to George to guide them in employee benefits and related tax issues. George's clients included multinational corporations, trade associations, and family businesses.

George assisted with the design, implementation, operation, communication, and termination of qualified retirement plans, including defined benefit pension plans and 401(k) plans. George handled benefits and compensation issues arising in the transactional context, including the termination and continuation of employee benefit plans, and the establishment of mirror image plans immediately following acquisitions. He provided counsel on employee stock ownership plans, including ESOPs implemented as part of 401(k) plan arrangements, and other qualified and non qualified plans involving employer securities. George advised on stock option, restricted stock, phantom stock, and special deferred compensation, and incentive compensation programs for executives. He also helped clients with personal tax planning for distributions from qualified and non qualified programs. George's experience included representing clients seeking rulings from or under audit by the Internal Revenue Service and the U.S. Department of Labor.

EDUCATION AND CERTIFICATIONS

EDUCATION

- University of Pennsylvania Carey Law School, J.D., 1979
- University of North Carolina at Chapel Hill, B.S., 1975