

Michael J. Crumbock

Partner

Philadelphia

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D 215.981.4499



Mike assists clients in navigating a wide range of employee benefits and executive compensation issues. As a former employee benefits consultant, Mike understands his clients' challenges from the inside out.

OVERVIEW

Mike helps his clients understand and navigate the tax, fiduciary, securities, governance and other legal issues associated with qualified and nonqualified benefit plans, deferred compensation arrangements, employment and separation agreements, stock-based compensation, compensation disclosures for public companies, and mergers and acquisitions.

He represents multinational and domestic corporations, private equity firms, higher education institutions and, in select circumstances, management groups and individual senior executives.

Before law school, Mike was a consultant at a global professional services firm with a focus on employee benefits consulting. This experience gave him insight on the needs of his clients, which he uses to provide business-oriented advice and solutions.

REPRESENTATIVE MATTERS

- Assisted numerous companies and financial investors in significant mergers and acquisitions transactions, including retention of key executives, transition of benefit programs, and design of equity incentive programs.
- Designed and counseled an information technology services company on its documentation and compliance in respect of new deferred compensation plans for senior management, including related Section 409A compliance.
- Represented a multinational pharmaceutical company in its spinoff of a portion of its business and related employee benefits transition issues.
- Prepared executive compensation disclosures in annual proxy statements for public companies across a broad spectrum of industries.
- Prepared a Section 280G golden parachute payment analysis and assisted an international components manufacturer in seeking related stockholder approvals.
- Represented a senior management group in negotiating employment agreements, incentive plans, and equity arrangements.

- Represented a construction and manufacturing company before the Internal Revenue Service and the Department of Labor with respect to qualification and ERISA fiduciary issues concerning its qualified retirement plans.
- Assisted a higher education institution in negotiating its president's employment agreement and deferred compensation arrangements.
- Counseled a private equity fund manager on ERISA plan asset rules and related fiduciary issues.

AWARDS

- *Chambers USA*: Employee Benefits & Executive Compensation, Pennsylvania (2021-2025)
- *Best Lawyers in America*®: Employee Benefits (ERISA) Law (2025-2026)

TOP AREAS OF FOCUS

- Educational Institutions
- Employee Benefits + Executive Compensation
- Independent Contractor Misclassification + Compliance
- Investment Funds + Investment Management Services

ALL AREAS OF FOCUS

- Educational Institutions
- Employee Benefit Guidance on Workforce Transitions
- Employee Benefits + Executive Compensation
- Executive + Equity-Based Compensation
- Independent Contractor Misclassification + Compliance
- Investment Funds + Investment Management Services

EDUCATION AND CERTIFICATIONS

EDUCATION

- Temple University Beasley School of Law, J.D., 2004
- The Pennsylvania State University, B.S., *with distinction*, 1999, insurance

BAR ADMISSIONS

- Pennsylvania

PUBLICATIONS

- Podcast, "Current Executive Compensation Trends in Private Equity Transactions," *Employee Benefits and Executive Compensation Considerations in Mergers and Acquisitions* Podcast Series, September 9, 2024.