

Wallace M. Starke

Retired Partner

OVERVIEW

Wally's practice focused on pension and deferred compensation plans, executive compensation, and flexible benefit, health and welfare plans for businesses, government agencies, tax-exempt entities, and trade associations. He designed and implemented stock compensation plans such as employee stock ownership plans (ESOPs), employee stock purchase plans, and stock option and restricted stock plans for employees, executives, and directors.

Wally had extensive experience with employee benefits and executive compensation issues in mergers and acquisitions. His practice included matters relating to tax qualification and compliance of retirement and welfare plans with applicable laws; non-discrimination requirements and limitations on contributions and benefits under tax-qualified and non-qualified retirement and deferred compensation plans; window retirement and welfare benefits; severance programs; split dollar life insurance programs; qualified domestic relations orders; fiduciary responsibility; prohibited transactions; reporting and disclosure; third party administration; self insurance issues; COBRA compliance; multiple employer welfare arrangements (MEWAs); and taxable trusts and voluntary employees' beneficiary associations providing welfare benefits for employees. Wally also assisted clients in designing and drafting of plans, procuring recognition of tax-exempt or qualified status and with conflicts with the IRS and Department of Labor involving both plan audits and voluntary compliance initiatives.

EDUCATION AND CERTIFICATIONS

EDUCATION

- New York University, LL.M., 1973
- University of Virginia, J.D., 1972
- University of Virginia, B.S., 1969