

PRACTICE AREAS

- Employee Benefits & Compensation

EDUCATION

- B.A., Wake Forest University, 1983, cum laude
- J.D., Wake Forest University, 1991, cum laude, Notes and Comments Editor, Wake Forest University Law Review

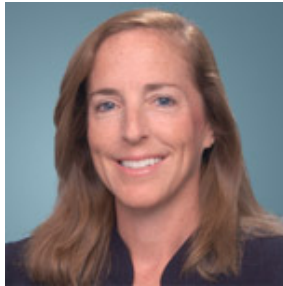
BAR & COURT ADMISSIONS

- North Carolina, 1991

OTHER AREAS OF LAW

- Employee Benefits
- ERISA

ANN P. WEST



SENIOR COUNSEL

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CHARLOTTE

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Ann West understands it's important for clients to feel confident that their retirement, stock and executive compensation plans are being operated in compliance with ERISA and the Internal Revenue Code. She helps clients understand the complex regulations affecting their plans--providing both comprehensive legal advice and practical solutions. Her services to clients include:

- Review and design of executive compensation arrangements for compliance with Internal Revenue Code Section 409A
- Assisting clients with retirement plan design alternatives
- Drafting plan documents and drafting and reviewing plan participant communications

Having worked as the Retirement Plan Design Manager for Bank of America, she has been in her clients' position -- working to design, communicate and implement retirement plans -- and understands the administrative complexities, as well as the need to provide accurate and simple employee communications.

Ms. West has extensive experience in all planning, drafting, compliance and transactional aspects of ERISA, employee benefits and executive compensation. She counsels clients on a wide range of employee benefits topics focusing primarily on:

- Qualified retirement plans including 401(k) plans, defined benefit pension plans, flexible spending arrangements, cash balance plans and ESOPs
- Executive compensation plans and arrangements including deferred compensation plans, SERPs and other nonqualified retirement plans
- Stock plans including stock options and various forms of restricted stock and stock appreciation rights plans
- COBRA issues

She also has experience negotiating with the Department of Labor to reduce penalties for noncompliance.

OF NOTE

- Member, United Way of Central Carolinas' Human Resources Committee
- Member, United Way of Central Carolinas' Investment Committee

CONTINUED

ANN P. WEST

- PTA President, Smithfield Elementary School

PROFESSIONAL AFFILIATIONS

- North Carolina Bar Association
- Mecklenburg County Bar