

BETH YOUNT GRIMES

Senior Counsel, Employee Benefits

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Beth Grimes' practice focuses exclusively on employee benefits and executive compensation. She regularly advises the firm's clients on a broad array of executive compensation, employee benefit matters, and equity compensation issues in connection with corporate mergers, acquisitions, reorganizations, and other significant corporate transactions.

Beth works to resolve employee benefits and executive compensation issues with her experience navigating the rules under the Internal Revenue Code, ERISA, COBRA, and the Affordable Care Act. Significant areas of Beth's practice include:

- Analysis and advice for employee benefits and executive compensation related issues inherent to mergers and acquisitions (including golden parachute issues, post-merger equity issuances, management equity rollover, and management post closing employment agreements with restrictive covenants).
- Design, implementation and administration of employee benefits plans, including 401(k) plans, pension plans, ESOPs, non-qualified deferred compensation plans, and equity incentive plans.
- Counseling on fiduciary responsibilities of an ESOP trustee, and preparation and amendment of ESOP plan documents and all related IRS filings.
- Correcting fiduciary breaches and compliance issues in qualified plans under the IRS and DOL correction procedures.
- Analysis and advice in support of the firm's private investment fund clients with a focus on ERISA specific matters and investments.

Capabilities

Employee Benefits & Compensation

ESOP Transactions

Health Care

Independent Sponsor

Search Fund

Education

J.D., University of North Carolina at Chapel Hill, 1999, with honors; Staff Member, University of North Carolina Law Review

B.A., Appalachian State University, 1995, magna cum laude

Admissions

North Carolina, 1999

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Notable

- North Carolina Pro Bono Honor Society, 2018
- Adjunct Associate Professor at the University of North Carolina School of Law, teaching Employee Benefits and Executive Compensation

Affiliations

- American Bar Association
- North Carolina Bar Association