



# Deborah B. Andrews

Counsel

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Deborah focuses her practice on employee benefits, executive compensation and applicable tax compliance matters.

She assists clients in designing, maintaining and implementing tax-qualified and nonqualified plans. Deborah helps ensure compliance with the Internal Revenue Code and ERISA and aids businesses in correcting plan failures under the Internal Revenue Service and Department of Labor correction programs. She also provides comprehensive guidance related to:

- Equity compensation
- Severance arrangements
- Top hat plans
- Employment agreements
- Deferred compensation under Code Section 409A
- Golden parachute rules of Code Sections 280G and 4999
- Fringe benefits

## Services

- Employee Benefits & Compensation
- ERISA Litigation
- Executive Compensation

## Select Experience

- Designed executive compensation plans for public and private companies in compliance with Code Section 409A.
- Completed due diligence on retirement and executive compensation plans in connection with a corporate acquisition.
- Advised a global company on benefits and compensation issues related to nonresident employees.
- Designed educational assistance programs.
- Advised international organization and related companies on the resolution of penalties imposed under the Affordable Care Act.
- Drafted policies and procedures for employee expense reimbursements.

## Before Fox Rothschild

Deborah joined us from an international law firm. Before that, she practiced at a boutique employee benefits firm in Atlanta and a regional law firm based in North Carolina.

Prior to practicing law, Deborah was a senior tax consultant for a Big Five accounting firm. She also previously worked as a financial analyst for a manufacturing company.

## **Beyond Fox Rothschild**

Deborah is a certified public accountant in the state of North Carolina.

## **Bar Admissions**

- North Carolina
- District of Columbia
- Georgia

## **Education**

- Georgetown University Law Center (LL.M. in Taxation, 2003)
- University of North Carolina School of Law (J.D., 1997)
- North Carolina State University (B.A., *with honors*, 1989)
  - Accounting