

# Stevens & Lee

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## Charles F. Harenza

Shareholder

charles.harenza@stevenslee.com

Reading

610.478.2091

### Practice

ERISA, Employee Benefits and Executive Compensation

Chuck is Co-Chair of Stevens & Lee's Employee Benefits and Executive Compensation Group. He has more than 35 years of experience as an employee benefits attorney with emphasis on the design, implementation, administration and ongoing ERISA and tax compliance of both single and multiemployer defined benefit and defined contribution retirement plans. Chuck also works with executive non-qualified deferred compensation arrangements and equity-based plans for private and publicly traded corporations. He has extensive experience with the employee benefits aspects of mergers and acquisitions, from the due diligence process through post-closing benefits integration.

Chuck also regularly advises cities, boroughs, townships and other government instrumentalities on all aspects of pension compliance with both state and federal law. He often provides guidance to the firm's labor lawyers with respect to the pension and benefit implications in the collective bargaining process.

### Affiliations

- Berks County Bar Association
- Pennsylvania Bar Association
- American Bar Association

### Education

- Penn State Dickinson Law, J.D.
- Duquesne University, B.A.

**Bar Admissions**

- Pennsylvania

**Court Admissions**

- U.S. Tax Court