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Dean K. Harris

Associate

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Reading

610.478.2164

Practice

ERISA, Employee Benefits and Executive Compensation

Dean focuses his practice in the areas of employee benefits and executive compensation.

Dean advises clients on qualified plans, such as 401(k) plans and provides guidance on plan compliance and administration. He regularly works with nonqualified deferred compensation plans, equity incentive plans, and pay for performance programs and their related compliance requirements. Dean frequently assists clients with the IRS and DOL programs to facilitate correction of plan compliance failures. He advises and assists clients on the termination of both defined contribution and defined benefit plans. Dean also assists with executive compensation planning including compliance with "Golden Parachute" rules under Section 280G and payments under Section 409A.

While in law school, Dean was a staff member of the *Catholic University Law Review* and a Judicial Intern for the Honorable Joseph A. Dugan, Jr., of the Circuit Court of Montgomery County, Maryland.

Education

- Georgetown University Law Center, LL.M. in Taxation
 - ERISA and Graduate Tax Scholar Certificate Recipient
- The Catholic University of America, Columbus School of Law, J.D., *cum laude*
- Gettysburg College, B.A., *cum laude*

Bar Admissions

- Maryland
- Pennsylvania