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James B. Longacre

Shareholder

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Reading

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Practice

ERISA, Employee Benefits and Executive Compensation

Jim is Co-Chair of Stevens & Lee's Employee Benefits and Executive Compensation Group. He concentrates his practice in employee benefits/ERISA and executive compensation matters.

Jim advises clients on the structure and administration of pension, 401(k) and nonqualified deferred compensation plans. He also represents multiemployer pension and health benefit plans and is employer co-counsel to their Boards of Trustees regarding plan administration, fiduciary compliance, benefit disputes, and withdrawal liability issues. He regularly handles matters before the Internal Revenue Service, the Department of Labor and the Pension Benefit Guaranty Corporation.

Jim also helps clients to create innovative business transitions, transactions and succession approaches that reward and incentivize workforce productivity. Jim negotiates executive compensation agreements and analyzes issues arising in mergers and acquisitions, including tax planning strategies and methods such as reducing tax liability arising from golden parachute payments. Jim frequently assists middle market and smaller companies and owners with equity compensation and other issues critical to his clients' businesses.

In addition to his employee benefits and executive compensation practice, Jim is an active farmer, working his family farm in Barto, Pennsylvania. As such, Jim has an acute understanding of the challenges facing farmers and agribusiness in Pennsylvania, and works with the Stevens & Lee agribusiness industry group in this area.

Jim worked for an international law firm in Washington, D.C. prior to joining Stevens & Lee.

Affiliations

- Berks County Bar Association

- American Bar Association
- Frederick Living Board (2011-2020)

Education

- Georgetown University Law Center, J.D.
- Goshen College, B.A.

Bar Admissions

- Pennsylvania
- District of Columbia