



## Devin M. Karas

### Senior Counsel

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### Profile

**Devin's broad background in tax-qualified and nonqualified plans, health and welfare plans, as well as fiduciary, transactional and executive compensation issues making him a valued advisor to his clients.**

Devin advises clients on qualified and nonqualified deferred compensation plans, including defined contribution and defined benefit plans, as well as health and welfare plan compliance under ERISA, the Code and ACA. He advises on matters related to plan design and communications, including SPDs and SMMs; administration, including benefit claims and appeals, correction and fiduciary best practices, such as cyber-liability protections and missing participant procedures; benefits-related issues in corporate transactions; executive compensation arrangements and compliance under Code Sections 409A and 457(f); and statutory changes under the SECURE Act, CARES Act, ARPA and the No Surprises Act.

### Education

- Michigan State University College of Law (J.D. 2007)
- University of Michigan (B.A. 2003)
- L'Université Catholique d'Angers ( 2001)

### Bar/Court Admissions

- New York
- New Jersey
- Connecticut
- Maryland

### Practices

- Employee Benefits and Executive Compensation