



## Brian G. Belisle

Partner

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Brian serves as Co-Chair of the firm's Employee Benefits & Compensation Department.

Known for his refusal to back away from a challenge, he provides strategic guidance to employers to help them manage their most pressing employee benefits and executive compensation challenges. Brian guides clients on 401(k) plans, pension plans, employee stock ownership plans (ESOPs) and top-hat executive deferred compensation plans.

Brian has also helped employers establish and maintain their ESOPs and handled M&A-related benefit plan integration matters. He represents clients before the IRS in connection with audits, Voluntary Correction Program submissions and ruling requests and before the Department of Labor in connection with audits and advisory opinion requests. He also assists clients with their fiduciary obligations under ERISA.

### Representative Matters

- Assisted several clients with lump sum cash-outs of pension plan participants, including early retirement windows, small amount windows for retirees and a spin-off/termination transaction.
- Advised several public company employers concerning the treatment of employer stock funds following the *Dudenhofer* decision.
- Prepared or reviewed nonqualified retirement plans, incentive plans, award agreements, severance arrangements, employment agreements and change of control agreements of numerous public and private companies for compliance with Section 409A of the Internal Revenue Code.

### Before Fox Rothschild

Prior to joining Fox, Brian was a partner at Oppenheimer Wolff & Donnelly LLP.

### Beyond Fox Rothschild

Brian frequently serves as a lecturer for Minnesota Continuing Legal Education programs.

### Honors & Awards

- Named to "The Best Lawyers in America" list for Employee Benefits (ERISA) Law in Minnesota by *Best Lawyers*, listed more than 20 years



### **Practice Areas**

- Employee Benefits & Compensation
- Labor & Employment
- China
- Executive Compensation

### **Bar Admissions**

- Minnesota

### **Court Admissions**

- U.S. Tax Court

### **Education**

- University of Southern California Gould School of Law (J.D., *with honors*, 1978)
- University of Southern California (M.B.A.)
- University of Wisconsin–River Falls (B.S.)

### **Memberships**

- American Bar Association, Section on Taxation, Employee Benefits Committee
- Minnesota State Bar Association, Employee Benefits Section
- Ramsey County Bar Association