

STEVENS & LEE



Charles F. Harenza

Shareholder

Email: cfh@stevenslee.com

Reading

Phone: 610.478.2091

Fax: 610.371.7948

Chuck is Chair of Stevens & Lee's Employee Benefits and Executive Compensation Group. He has more than 30 years of experience as an employee benefits attorney with emphasis on the design, implementation and ongoing ERISA and tax compliance, including administration, of both single and multi-employer defined benefit and defined contribution retirement plans, as well as welfare benefit 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.

Practices

ERISA, Employee Benefits and Executive Compensation

ESOPs – Employee Stock Ownership Plans

Industries

Financial Institutions

Higher Education

Education

Dickinson School of Law of The Pennsylvania State University, J.D., 1984

Duquesne University, B.A., 1981

Bar Admissions

Pennsylvania

Court Admissions

U.S. Tax Court

Memberships/Affiliations

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

Speaking Engagements

- "Retirement Plan Regulatory Enforcement: What the IRS and DOL Are Up To," Pennsylvania Association of Community Bankers Last Wednesday Lunch & Learn Series webinar, September 24, 2014
- "Retirement Issues Facing Affluent Families," Panelist, National Penn Wealth Management Roundtable Discussion, Philadelphia, PA, October 12, 2011
- "Designing A Compensation Program For Your Company In Pennsylvania," Lancaster, PA, July 20, 2005

