



Jay A. Dorsch

Chair, Employee Benefits and Executive Compensation

Philadelphia, New York

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Jay regularly represents clients in all aspects of employee benefits and executive compensation matters and related fiduciary and tax concerns.

Jay has extensive experience with qualified and non-qualified employee benefit plans as well as executive compensation. He represents clients before the IRS, the Department of Labor, and the Pension Benefit Guaranty Corporation. He has extensive experience handling retirement plans (401(k), profit sharing, 403(b), and defined benefit pension plans) and the employee benefits aspects of mergers and acquisitions, the fiduciary issues pertaining to plan assets, and other commercial transactions. Jay is equally experienced in handling the unique employee benefit requirements of non-profits and educational institutions. In addition, he has designed, drafted, and implemented all types of executive compensation arrangements, including deferred compensation plans, top hat plans, SERPS, and equity-based compensation plans. Jay advises clients on a regular basis regarding welfare benefit programs, including retiree medical benefits, self-insured programs, and cafeteria plans, to comply with the changing law in this area and to protect the client from unwanted claims and expenses. Additionally, he regularly advises clients on Sections 409A and 280G of the Internal Revenue Code. He also counsels in connection with retiree medical benefits issues and the resolution of disputed claims for welfare and retirement plan benefits.

Jay is also a fellow in the American College of Employee Benefits Counsel and is consistently recognized as a Super Lawyer by his peers.

Jay earned his undergraduate degree from The Wharton School at the University of Pennsylvania (B.S. economics, *cum laude*, 1977), his law degree from Rutgers School of Law Newark (J.D., 1980), and his master of laws from New York University Law School (LL.M. taxation, 1984).

Experience

Represented Utz Quality Foods, LLC (NYSE: UTZ) and certain of its affiliates in the \$167.5 million sale of certain assets and brands to Our Home™, an operating company of Better-for-You brands that includes Real Food From the Ground Up®, Popchips®, and Food Should Taste Good® (Our Home). Under the agreement, affiliates of Our Home purchased the Good Health® and R.W. Garcia® brands (including the entities that owned such brands); the Lincolnton, NC, and Lititz, Pa., manufacturing facilities; and certain related assets. This transaction drew on the experience of the firm's corporate, real estate, tax, intellectual property, labor and employment, employee benefits and executive compensation, environmental, commercial litigation, and technology, privacy and data security attorneys.

Practice Areas

- Capital Markets & Securities
- Employee Benefits & Executive Compensation
- Italy Practice
- Labor & Employment

Industry Sectors

- Education

Education

- Rutgers University School of Law—Newark, J.D., 1980
- New York University School of Law, LL.M., 1984
- University of Pennsylvania The Wharton School, B.S., *cum laude*, 1977

Bar Admissions

- New Jersey
- New York
- Pennsylvania

Awards & Honors

- Selected to Pennsylvania Super Lawyers 2004-2024 lists. This award is conferred by Super Lawyers. A description of the selection methodology can be found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.
- Fellow, American College of Employee Benefits Counsel

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