

Jesse St.Cyr

PARTNER

t: 919.783.2880

Jesse represents clients in matters involving employee benefits and executive compensation.



OFFICE LOCATION

301 Fayetteville St., Suite 1900
Raleigh, NC 27601
P.O. Box 1801
Raleigh, NC 27602

JURISDICTIONS LICENSED

New York, North Carolina

BIOGRAPHY

Jesse's practice is focused in the areas of Employee Benefits and Executive Compensation. Jesse has extensive experience working with a variety of employers, including public and private companies, governmental employers, and churches.

AREAS OF FOCUS

EMPLOYEE BENEFITS AND EXECUTIVE COMPENSATION

MERGERS & ACQUISITIONS

- Negotiating and reviewing executive compensation arrangements, including compliance with Section 409A.

- Design, modification, and termination of executive compensation arrangements, including rabbi trusts.
- Identification and correction of errors in documentation and administration.
- Filing and taxation requirements.

RETIREMENT

- Guidance to plan fiduciaries regarding fiduciary duties and managing liability.
- Establishing and maintaining plans in compliance with ERISA and the tax code.
- Assisting companies in complying with reporting and disclosure obligations.
- Identifying and correcting plan errors through EPCRS and other compliance programs.

EXECUTIVE COMPENSATION

- Negotiating and reviewing executive compensation arrangements, including compliance with Section 409A.
- Design, modification, and termination of executive compensation arrangements, including rabbi trusts.
- Identification and correction of errors in documentation and administration.
- Filing and taxation requirements.

MEDICAL, WELFARE, & FRINGE BENEFITS

GOVERNMENT AGENCY – ADVOCACY & DEFENSE

BENEFIT CLAIMS & LITIGATION

- Assisting companies with protective measures to ensure good fiduciary process.
- Analyzing and challenging multiemployer plan withdrawal liability.

CREDENTIALS

CERTIFICATIONS & SPECIALIZATIONS

Certified Yellow Belt in Legal Lean Sigma by the Legal Lean Sigma Institute®

EDUCATION

The College of William & Mary, School of Law, JD, 2008

George Mason University, BA, 2003, *cum laude*

NOTABLE ACCOMPLISHMENTS

Recognized in The Best Lawyers in America® (Employee Benefits (ERISA) Law), 2024-2025

Recognized as a Leading Attorney by Chambers USA: America's Leading Lawyers for Business (Employee Benefits & Executive Compensation) 2021-2024

Recognized in Business Today's Top 10 Powerhouse Employee Benefits & Executive Compensation Lawyers list, 2024

Teaching Assistant in the Legal Skills Program

Moot Court Team, 2008 ABA Best Advocate Award (5th Place, Washington, DC Region)

Notes Editor, William & Mary Environmental Law and Policy Review

SPEAKING & WRITING

Co-author, *Guide to Executive Compensation*, 2022 American Bar Association

Co-author, Chapter 16 “Executive Compensation” of *ERISA – A Comprehensive Guide*, Wolters Kluwer
“SECURE 2.0: Expanding Self Correction” (Journal of Pension Benefits Summer 2024, Vol. 30, Issue 4)

NIPA/NAFE Annual Conference

ncaCPA Annual Symposium Conference