

# BARACK FERRAZZANO

Barack Ferrazzano Kirschbaum & Nagelberg LLP

## Andrew K. Strimaitis

Partner

Andrew concentrates his practice on executive compensation and employee benefits. He has extensive experience assisting clients of all sizes with all aspects of nonqualified deferred compensation plans, equity incentive plans, tax-qualified retirement plans and welfare benefit plans. He has also advised many multi-national corporations with respect to the global implementation of their equity incentive plans. Andrew also has significant experience in handling employee benefits issues arising out of merger and acquisition transactions and alternative investments by tax-qualified plans.

Andrew is a frequent speaker at seminars involving tax and ERISA issues arising in connection with executive compensation and employee benefits matters and has been a regular contributor to the journal *Corporate Taxation* on new developments in the field.

### News

- Troubled condition compensation restrictions (September 23, 2011)
- So, you thought you were done with TARP? (August 5, 2011)

### Articles and Publications

- Client Action Alert - Application of Loan Originator Compensation Rules to Tax-Qualified Retirement Plans (April 9, 2012)  
Employers funding 2011 plan year "profit-sharing" contributions to tax-qualified retirement plans before April 17, 2012 should consider new guidance from Consumer Financial Protection Bureau.
- Client Action Alert - The Federal Reserve Board's Final Rule on Loan Originator Compensation and Steering (May 27, 2011)
- Client Action Alert - New Proposed Rules on Incentive Compensation Pursuant to Dodd-Frank Act (February 18, 2011)
- Client Alert - New Non-Discrimination Rules for Insured Health Plans (December 15, 2010)
- Client Action Alert Update - Federal Reserve Finalizes Guidance on Sound Compensation Policies (September 13, 2010)



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### Practices

- Compensation and Employment

### Education

- University of Florida, Levin College of Law, Masters of Law (LL.M.) in Taxation, 1998
- Loyola University Chicago, J.D., *cum laude*, 1996
- Loyola University Chicago, School of Business Administration, B.B.A., 1994

### Bar & Court Admissions

- State of Illinois

- Client Action Alert - Federal Reserve's Proposed Guidance on Sound Incentive Compensation Programs (January 14, 2010)
- TARP Executive Compensation Limitations (July 2009)
- Client Action Alert - TARP Executive Compensation Restrictions - Treasury's Interim Final Rule (June 24, 2009)
- Client Action Alert - Treasury Equity Purchases are not Triggers for Payment Under §409A Plans (June 8, 2009)
- "New Pension Law Impacts Defined Contribution Plans," Corporate Taxation, November/December 2006
- "Field Assistance Bulletin 2004-03: Duties of a Directed Trustee," Corporate Taxation, March/April 2005
- "DOL Issues Final Regulations on 'Blackout Periods,'" Corporate Taxation, May/June 2003
- "Impact of the 2001 Tax Act on 401(k) Plans," Corporate Taxation, September/October 2001
- "Using New Technology in Employee Plan Administration," Journal of Corporate Taxation, October 2000

## Events and Speaking Engagements

- Employee Benefits Conference (Chicago, IL/December 2011) (December 7, 2011)
- Bank Executive & Board Compensation Conference (Chicago, IL/November 2011)
- Bank Directors' Conference, Illinois Bankers Association (Bloomington, IL/September 2011) (September 13, 2011)
- Bank Executive & Board Compensation Conference 2010 (Chicago, IL/November 2010)
- Bank Executive & Board Compensation Conference (Dallas, TX/November 2009)
- "The Changing Landscape of Executive Compensation: Code Section 409A and Other Recent Legislation," DuPage County Bar Association, Section of Taxation, October 2009
- "Dealing with TARP and the Stimulus Bill: Executive Compensation Implications for Audit Committees to Consider," Bank Audit Committee Conference (Chicago, IL/June 2009)
- "Appropriate Change-in-Control Agreements," Bank Executive & Board Compensation Conference, November 2008
- "ERISA Fiduciary Rules: Minimizing Fiduciary Liability," Bank Executive & Board Compensation Conference, November 2008
- "Overview of Emergency Economic Stabilization Act," BFKN Webinar, October 2008
- "Tax-Qualified Plan Audit Issues," Illinois CPA Society, September 2008

- "Review of Fiduciary Issues, Concerns in Light of LaRue and Recent 401(k) Fee Litigation," Illinois CPA Society, April 2008
- "Executive Incentives in Private Institutions," Bank Executive & Board Compensation Conference, November 2007
- "Code Section 409A: Why the Panic?" Bank Executive & Board Compensation Conference, November 2007
- "Discrimination Testing Issues for Qualified Plans: Basics and Refresher," Illinois CPA Society, February 2007
- "Employee Benefits and Executive Compensation Update," Tax Executives Institute, Connecticut Valley Chapter, December 2006
- "Keeping Your Plan Clean and Qualified: An Overview of the New Determination Letter Program and Revised EPCRS Program," Illinois CPA Society, May 2006
- "Code Section 409A: Ten Key Things to Consider in Planning Deferred Compensation Arrangements," March 2006

### **Charitable and Community Involvement**

- Andrew is a member of the Board of Trustees at Merit School of Music
- Andrew also volunteers his time to Project SALUTE, a pro bono legal project that provides assistance exclusively on federal benefits issues to U.S. military veterans