



## GARY S. YOUNG

### PARTNER

CHAIR, EMPLOYEE BENEFITS & ERISA GROUP  
CORPORATE TRANSACTIONS & BUSINESS LAW GROUP  
LABOR & EMPLOYMENT LAW GROUP  
TAX, TRUST, & ESTATE LAW GROUP

1100 Valley Brook Avenue  
P.O. Box 790  
Lyndhurst, NJ 07071-0790  
Phone: 201-806-3383  
Fax: 201-806-3456  
[gyoung@sh-law.com](mailto:gyoung@sh-law.com)

729 Seventh Avenue  
17th Floor  
New York, NY 10019

### PRACTICE

Gary S. Young concentrates his practice on ERISA, employee benefits and executive compensation as a member of Scarinci Hollenbeck's Corporate Transactions and Business Law Group. Gary began his legal career almost 40 years ago as a traditional labor lawyer, and he continues to provide employment law advice to private sector employers on subjects such as wage & hour compliance, workplace harassment, FMLA, etc.

Early in his career, Gary developed broad knowledge and experience in ERISA. His extensive practice experience extends to every area of ERISA plans (qualified, non-qualified and welfare benefit), and he advises clients on all types of benefit plan issues to include compliance, plan transfers, mergers, terminations, fiduciary responsibility, executive compensation, non-qualified deferred compensation arrangements (IRC 409A) and ERISA related litigation.

Gary's extensive ERISA experience has proved to be invaluable in corporate transactions, such as mergers and acquisitions, conducting necessary due diligence and attending to closing and post-closing issues.

Gary represents clients before the Internal Revenue Service, Department of Labor and other governmental agencies. This includes assisting clients with the plan corrections procedures of the IRS (EPCRS) and the DOL (VFCP). In recent years, he has lectured and advised clients on fiduciary responsibility to include compliance under ERISA Sections 404, 406 and 408.

Gary has coupled his traditional labor law experience and ERISA knowledge to represent contributing employers to multi-employer plans in withdrawal liability issues and strategies.

In the area of ESOPs and other non-qualified plans that grant

employee stock ownership or appreciation rights, Gary assists clients to develop employee ownership strategies and to comply with applicable tax and regulatory requirements.

Gary also is frequently called upon to assist clients with business law issues. His business law practice has extended to clients around the world and geographical locations that include the United Kingdom, The Netherlands, Luxembourg, Germany, Switzerland, Italy, the Czech Republic, Korea and Japan.

Since 1996, Gary has served as the General Counsel for the New Jersey Restaurant Association, and is often called upon to speak on behalf of issues affecting the entire restaurant industry in New Jersey.

Gary is a frequent speaker on employee benefits, ERISA fiduciary matters, pension and tax planning, and ERISA compliance.

### EDUCATION

- Brooklyn Law School (JD, 1974)
- University of Pennsylvania (BA, 1970)

### BAR ADMISSIONS

- New York, 1974
- New Jersey, 1975

### COURT ADMISSIONS

- U.S. Court of Appeals, Second Circuit
- U.S. District Court, District of New Jersey

### AFFILIATIONS

- Essex County Bar Association
- New Jersey State Bar Association