

Michael Romeo

ASSOCIATE

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Michael Romeo is a business attorney dedicated to navigating complex executive compensation and employee benefits issues. Michael provides comprehensive counsel to c-suite executives regarding the negotiation of employment, severance and transition agreements and associated compensation packages. Michael also advises and counsels clients on the design, compliance and administration of tax-qualified benefit plans, nonqualified deferred compensation plans and executive and equity compensation arrangements.

In addition to his experience in benefit plans, Michael advises employers and executives on executive compensation and equity-related matters that arise during significant corporate transactions such as initial public offerings (IPOs) and mergers and acquisitions (M&A). He also guides clients through compliance matters related to the Employment Retirement Income Security Act (ERISA).

Education

- Villanova University Charles Widger School of Law (J.D.)
 - Jeffrey S. Moorad Sports Law Journal, Villanova University Charles Widger School of Law, Outside Articles Editor
- Niagara University (B.S., *magna cum laude*)
 - Criminology

Bar Admissions

- Pennsylvania
- New Jersey

Court Admissions

- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, Middle District of Pennsylvania

Recognition

Capabilities

- Employee Benefits & Executive Compensation

- Named one of *Best Lawyers: Ones to Watch® in America* in Employee Benefits (ERISA) Law, 2026

Publications

June 12, 2025

DOL Rescinds 2022 Guidance Concerning Cryptocurrency Investments in 401(k) Plans

December 20, 2024

Prohibited Transaction Pleading Standards To Receive Clarity From SCOTUS

May 9, 2023

Negotiating C-Suite Employment, Severance, and Transition Agreements

Speaker, Bucks County Bar Association

June 1, 2020

Evolution of Waiver Rules Associated With Attorney Client, Work Product Privileges

Co-Author, The Legal Intelligencer