

## R. Sterling Perkinson

### Partner

4208 Six Forks Road  
Suite 1400 , Raleigh , NC USA 27609  
t 919.788.1664 | f 919.510.6122  
sperkinson@kilpatricktownsend.com

### Services

Employee Benefits  
Executive Compensation  
Investment Management & Broker-  
Dealer  
Pension Asset Management  
Retirement Plan Design &  
Administration



Sterling Perkinson focuses his practice on employee benefits and executive compensation. Mr. Perkinson collaborates with plan sponsors, fiduciaries and plan service providers to help them achieve their objectives while reducing their risk by:

- Advising plan sponsors in the design and administration of 401(k), profit sharing and defined benefit pension plans.
- Representing clients in connection with IRS and Department of Labor audits of qualified plans and voluntary correction programs.
- Counseling and implementing defined benefit plan de-risking activities, including liability driven investments, annuity lift-outs and plan terminations.
- Providing counsel and negotiating on behalf of clients with respect to employee benefits and executive compensation issues in connection with mergers, acquisitions, divestitures, and other business transactions.
- Advising plan sponsors, plan fiduciaries and investment management clients with respect to fiduciary and prohibited transaction rules for investing plan investments.

Mr. Perkinson keeps clients updated regarding the latest regulatory developments and litigation trends so that they can make informed decisions for their compensation and employee benefit programs.

He was named one of Triangle's "40 Under 40" in 2016 by *Triangle Business Journal*.



## **Experience**

Advised clients on full termination of pension plan and lift-out transaction of another pension plan, including putting in place appropriate fiduciary structures, obtaining IRS and PBGC approvals, preparing participant communications, and reviewing and selecting insurers for terminal funding annuities.

Assisted a large U.S. company in reviewing the international retirement programs of its non-U.S. affiliates in order to devise a plan design that harmonized benefits of its U.S. employees on temporary or long-term overseas assignments, as well as non-U.S. employees on U.S. assignments.

Obtained Department of Labor approval for corrections for clients that had improperly charged expenses of company personnel to 401(k) and pension plans over a period of seven years. Counseled the company in connection with the fiduciary and prohibited transaction implications, and the design of an effective system ensuring that only appropriate expenses were charged to the plans going forward.

Obtained IRS approval for correction of coverage and nondiscrimination testing failures related to the U.S. subsidiary of a non-U.S. parent that was not treated as a member of the same controlled group with other U.S. subsidiaries of the same parent for qualified plan purposes. Prepared an efficient, cost-effective resolution to minimize the correction costs. The project involved review and negotiation with the actuarial and tax law specialists at the IRS.

Successfully closed on several multi-million dollar contributions of qualifying real estate to pension plan. The transaction involved hiring and monitoring an independent fiduciary to represent the plan's interest in the contribution.

## **Education**

Washington University School of Law, J.D. (2006)

University of North Carolina at Chapel Hill, Master of Accounting (2000)

University of North Carolina at Chapel Hill, B.A., English and Mathematics (1999)

## **Admissions**

North Carolina (2006)

## **Professional & Community Activities**

American Bar Association, Tax Section

North Carolina Bar Association, Tax Section

Prevent Blindness NC, Board of Directors, Board Chair (2019-2020)



North Carolina Opera, Board of Directors (2013-2019)

Greater Raleigh Chamber of Commerce's Leadership Raleigh Alumnus

## Insights

### Alerts

Fiduciary Rule 2.0: What You Need to Know About the DOL's New Fiduciary Rule

August 6, 2020

### Alerts

CARES Act | Provisions Applicable to Tax-Qualified Retirement Plans

March 26, 2020

### Perspectives

KT Client Success | Kilpatrick Townsend Represents Wealth Management Firm from Birth to \$750 Million Exit

July 18, 2019

### In The News

Kilpatrick Townsend Counsels United Capital in Goldman Sachs Deal

May 16, 2019

### Alerts

Fiduciary Rule: June 9 & Beyond

June 9, 2017

### Events

Embracing the Future of 401k Retirement Plans: Developments Uncovered!

April 25, 2017

### Alerts

IRS Provides Guidance for the Post-Determination Letter Era

October 19, 2016

### In The News

Kilpatrick Townsend's Media Report June 24-30, 2016

July 1, 2016



### [In The News](#)

Kilpatrick Townsend's Sterling Perkinson Named One of the Triangle's 40 Under 40  
June 24, 2016

### [News Releases](#)

Kilpatrick Townsend's Media Report May 13-19, 2016  
May 20, 2016

### [News Releases](#)

Kilpatrick Townsends Sterling Perkinson Named One of Triangle Business Journals 40 Under 40  
May 17, 2016

### [Alerts](#)

Obergefell Simplifies Benefit Plan Administration  
July 1, 2015

### [Alerts](#)

Impact of Updated Fiduciary Investment Advice Definition on Large Plans  
May 5, 2015

### [In The News](#)

Kilpatrick Townsend's Media Report January 23-29, 2015  
January 30, 2015

### [In The News](#)

Kilpatrick Townsend's Media Report January 16-22, 2015  
January 23, 2015

### [In The News](#)

Kilpatrick Townsend's Media Report January 9-15, 2015  
January 16, 2015

### [News Releases](#)

Kilpatrick Townsend Elects New Partners in Raleigh  
January 8, 2015