

Melissa H. Weaver

Partner



CONTACT INFO

t: 919.573.6235
f: 336.232.9035
mweaver@brookspierce.com

OFFICE

230 North Elm Street
2000 Renaissance Plaza
Greensboro, NC 27401

Melissa Weaver has practiced employee benefits law for 30 years. Having previously served as an in-house attorney, she has a unique understanding of the needs of business owners regarding the design and implementation of employee benefits and deferred compensation plans.

MY PRACTICE

QUALIFIED RETIREMENT PLANS

Melissa works with employers to design, draft, implement and maintain qualified retirement plans that benefit both the employer and the employees. She advises on best practices and provides counsel when issues arise, whether in the context of an employer's operations, in connection with a merger or acquisition, or as the result of an investigation or audit by the Internal Revenue Service, the Department of Labor, the Pension Benefit Guaranty Corporation, or otherwise. She also assists with fiduciary compliance and education under ERISA, internal plan audits, and with the voluntary correction programs offered by the Internal Revenue Service and Department of Labor.

EXECUTIVE AND DEFERRED COMPENSATION

Melissa has considerable experience assisting clients in the design, implementation and administration of executive compensation and non-qualified deferred compensation plans, including employment agreements, equity compensation

PRACTICE AREAS

Business and Corporate
› Tax
Employment
› Employee Benefits

INDUSTRIES

Accounting & Professional Services
Agribusiness
Banking, Investment & Financial Services
Health Care
Insurance
Manufacturing
Not-for-Profits
Retail
Technology
Trade Organizations

EDUCATION

University of Virginia School of Law
J.D., 1985; Executive Editor, *Virginia Tax Review*
Virginia Tech
B.S., 1982, *summa cum laude*

BAR & COURT ADMISSIONS

North Carolina

plans, SERPs, severance agreements, and compliance with Section 409A of the Internal Revenue Code. She often advises on the treatment of such plans in the context of mergers, acquisitions and corporate reorganizations.

HEALTH AND WELFARE PLANS

Melissa provides counsel and support in the implementation of various welfare plans, including health, life, accident, disability, cafeteria and flexible benefit plans, and compliance with ERISA, the Affordable Care Act, COBRA, HIPAA, and other federal and state laws.

HONORS

Selected by her peers for inclusion in [*The Best Lawyers in America*](#) in Employee Benefits (ERISA) Law (2018-2020)

[AV Preeminent Peer Review Rated by Martindale-Hubbell®](#)

COMMUNITY INVOLVEMENT

Founding member, Cardinal Chapter, National Charity League; Board member (2004-2013); President (2009-2011)

Member, [American Bar Association, Tax Section](#)

Member, [North Carolina Bar Association, Tax Section](#)

Member, Triangle Benefits Forum; Membership Vice President (2008-2009)

Member, Raleigh Professional Women's Forum

PUBLICATIONS & MEDIA

[Panelist, COVID-19 Legal Webinar Series, North Carolina Bar Association Continuing Legal Education Webinar, April 2020](#)

[Co-Speaker \(with Patricia Goodson\), "When World's Collide: How to Handle the Intersection of Worker's Comp, FMLA, and the ADA," NC Bankers Association HR Conference, March 21, 2019](#)

[Twenty-One Brooks Pierce Attorneys to Speak at the 2015 Festival of Legal Learning, February 10, 2015](#)

[The Affordable Care Act - It's Time to Start Counting Hours, April 2013](#)

[Brooks Pierce Expands Office Scope and Capabilities in Raleigh, November 21, 2011](#)

[Employer Duties in Providing Employee Benefits, July 30, 2010](#)

The CDC (and Others) Change Guidance, July 22, 2020

North Carolina Employers May Provide Financial Assistance to Employees Receiving Unemployment Benefits, April 28, 2020

Brooks Pierce Hosts Webinar on Navigating the CARES Act, April 3, 2020

DOL Releases Mandatory Employee Notice Under the Families First Coronavirus Response Act, March 25, 2020

Guidance for Employers with Salaried Employees in Response to COVID-19, March 23, 2020

Employer Tax Relief Under COVID-19 Legislation, March 18, 2020

NC Governor Cooper Expands Unemployment Benefits to Workers Affected by COVID-19, March 18, 2020

Pending Legislation Would Require Job-Protected Leave and Paid Benefits for Absences Related to COVID-19, March 16, 2020

Workplace Coronavirus Response Plans Must Comply with Applicable Employment Laws, March 5, 2020

National Labor Relations Board Strikes Arbitration Agreement, December 20, 2019

[Show More](#)

SPEAKING ENGAGEMENTS

Brooks Pierce Attorneys Present in North Carolina Bar Association COVID-19 Webinar Series, April 28, 2020

Brooks Pierce Attorneys Present Webinar on the CARES Act for Durham Tech Small Business Center, April 16, 2020

Brooks Pierce Attorneys Present on Employment Law and Benefits at NC Bankers Association HR Workshop, March 25, 2019

Twenty Brooks Pierce Attorneys to Speak at the 2015 Festival of Legal Learning, February 10, 2015