

Gary S. Young

Partner

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Overview

Gary S. Young is a Partner in Mandelbaum Barrett PC's Corporate, ERISA Practice and Employment Law Groups where he utilizes his lengthy legal experience to provide clients with a unique perspective on ERISA, tax and employment matters. In addition to his strong regional presence, 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.

Beginning his career as a traditional labor law attorney, he provides employment law advice to private sector employers on subjects such as wage & hour compliance, workplace harassment, FMLA, etc. His labor law experience and extensive ERISA knowledge allows him to successfully represent contributing employers to multi-employer plans in withdrawal liability issues and strategies.

Gary advises clients on a broad range 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. His extensive ERISA experience has also proved to be invaluable in corporate mergers and acquisitions, where assists by 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.

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

Professional Affiliations

- Essex County Bar Association
- New Jersey State Bar Association

Publications

Op-Ed: Has NJ's revised WARN Act metastasized into an anti-business job killer? GARY S. YOUNG | APRIL 14, 2023 | NJ Spotlight News

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Areas of Practice

- Corporate Law
- ERISA and Employee Benefits
- Labor and Employment
- Hospitality Services
- Mergers and Acquisitions (M&A)

Admission

- New York, 1974
- New Jersey, 1975
- U.S. Court of Appeals, Second Circuit
- U.S. District Court, District of New Jersey

Education

- Brooklyn Law School, J.D.
- University of Pennsylvania, B.A.

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