

BIRMINGHAM

Virginia T. McKibbens

SHAREHOLDER



Virginia's Profile

Virginia is a Shareholder in the Employee Benefits & Executive Compensation practice at Maynard Cooper.

Virginia counsels public and private companies in all aspects of employee benefits and executive compensation, including the design, implementation, and correction of tax-qualified retirement plans (including cash balance plans, ESOPs, and more traditional pension and 401(k) plans), non-qualified deferred compensation plans, cash and equity-based incentive programs, severance plans, employment agreements, and health and other welfare benefit plans. As part of this practice, Virginia has significant experience advising clients on compliance with Section 409A and ERISA and navigating IRS and DOL correction programs. In addition, she has broad experience assisting clients with the complex employee benefit plan and executive compensation issues involved in mergers and acquisitions, including due diligence, the integration and termination of benefit plans and programs, and other issues associated with changes in control. Virginia also assists clients with government reporting and day-to-day administration issues.

Prior to joining the firm, Virginia's practice focused on tax planning and procedure, mergers and acquisitions, corporate and securities, business entity formation, general business counseling, estate planning, family business succession planning, economic development and incentives, and low income housing tax credits.

Virginia received her law degree from the University of Virginia School of Law. While in law school, Virginia served as the Managing Editor of the Virginia Tax Review. Virginia graduated summa cum laude from the University of Alabama and was recognized as the Distinguished Undergraduate Scholar for her having graduated with the highest scholastic average in the College of Arts & Sciences.

Bar Admissions

State Bar: Alabama

Contact

T 205.254.1051

vmckibbens@maynardcooper.c

ASSISTANT

Stacy Stewart

stewart@maynardcooper.com

205.488.3558

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Education

- University of Virginia School of Law
 - (2010, J.D., Managing Editor, Virginia Tax Review)
- University of Alabama
 - (2006, B.A., summa cum laude, Phi Beta Kappa)