



JIM DEVERNA

SENIOR DIRECTOR

DENVER

quick facts

- Assists with a broad range of executive compensation and employee benefits matters
- Specializes in pay benchmarking and the design, implementation, administration and tax consequences of compensation
- Experience with issues related to qualified retirement



Jim DeVerna is a Senior Director with Alvarez & Marsal Tax in Denver. He brings experience assisting clients with a broad range of executive compensation and employee benefits matters.

Mr. DeVerna specializes in pay benchmarking and the design, implementation, administration and tax consequences of various compensation arrangements. He advises clients on short- and long-term incentive plans, non-qualified deferred compensation plans, equity compensation plans, and severance arrangements.

Mr. DeVerna also assists clients with issues related to qualified retirement plans. He has experience representing plan sponsors in IRS and DOL examinations and identifying and correcting plan failures under the IRS and DOL correction programs. Mr. DeVerna frequently helps clients set up and administer RFPs to hire plan vendors.

Prior to joining A&M, Mr. DeVerna was a Vice President with a New-York-based executive compensation consultancy where he supported life sciences and technology clients as they developed executive pay strategies and dealt with a wide range of executive compensation, benefits, taxation and governance issues.

Mr. DeVerna earned a bachelor's degree from New York University, a J.D. from Vermont Law School and an LL.M. in taxation from the Georgetown University Law Center. He is admitted to the New York and Colorado Bars.