

James H. Culbreth, Jr.

PARTNER



With more than 35 years of legal experience, Jim's principal area of practice is employee benefits law, representing private and public sector employers of all sizes. Jim works with the IRS and Department of Labor (DOL) on client plan audits, and he frequently speaks on employee benefits and fiduciary issues at institutions, such as the National Trust School and the Southeastern Trust School, and regional seminars.

He has extensive experience in:

- Designing and preparing qualified retirement plans (including 401(k) plans, defined benefit pension plans, and Employee Stock Ownership Plans (ESOPs))
- Nonqualified deferred compensation arrangements and equity compensation for employees and executives
- Advising employers on their fiduciary responsibilities under federal and state law
- Counseling clients through the current maze of medical plan laws and regulations

Away from the office, Jim enjoys working on the libretto for his opera "King Solomon's Mimes," expanding his collection of out-of-date PCs, and traveling. His most enjoyable experiences include picking peas for the Green Giant while in college, and daily, overcoming the general perversity of inanimate objects.

SERVICE LINE

Benefits

INDUSTRY SECTOR

Financial Institutions &
Insurance
Health Care
Hospitality, Leisure, & Sports
Manufacturing
Real Estate, Construction, &
Development

PRIMARY LOCATION

Charlotte, NC

EDUCATION

BAR & COURT ADMISSIONS

North Carolina, 1984

Virginia, 1982

District of Columbia, 1981

J.D., George Washington
University, 1980

B.A., Wake Forest University,
1977

PROFESSIONAL & COMMUNITY AFFILIATIONS

- North Carolina Bar Association
- North Carolina Bankers Association
- Habitat for Humanity
- Operation Christmas Child
- University City United Methodist Church, former Chairman
Capital Campaign, 2002

HONORS

- AV[®] Peer Review Rated by Martindale-Hubbell
- *Chambers USA*, Employee Benefits & Executive
Compensation (North Carolina), 2021 – 2024
- 2009 North Carolina Law Impact Leader, Business Leader,
North Carolina Legal Guide