



Sarah K. Ivy

Shareholder and Chair, Employee Benefits and Executive Compensation

Email: ski@saxtonstump.com

Phone: [\(717\) 556-1091](tel:(717)556-1091)

Services and Industries

- Employee Benefits and Executive Compensation
- Labor and Employment
- Mergers and Acquisitions
- Insurance Law
- Business and Corporate
- Death Care
- Tax and Tax Controversy

Education

The Dickinson School of Law of the Pennsylvania State University, J.D.

Frostburg State University, B.S., Accounting

Admissions

Pennsylvania

Sarah Ivy, Esq., focuses her practice in the areas of employee benefits law, executive compensation and taxation. She has more than 20 years of experience analyzing regulations under the Internal Revenue Code (IRC) and

Employee Retirement Income Security Act (ERISA) and applying those rules to a range of benefits plans such as qualified retirement (401(k), 403(b), profit-sharing and pension plans), welfare benefits plans, non-qualified deferred compensation plans and equity-based compensation plans.

Because many types of employee benefits involve the use of insurance policies, Sarah has significant experience evaluating and advising clients with respect to health insurance products, the use of life insurance as a funding mechanism for deferred compensation and business succession planning and the advantages and disadvantages of self-insuring certain benefits.

Sarah advises clients across all industries including both for-profit and nonprofit organizations with respect to compliance with complex employee benefits regulations and employee stock ownership plans (ESOPs). She works closely with clients to design benefits plans that maintain compliance with federal law and assists employers involved with the U.S. Department of Labor (DOL) or Internal Revenue Service (IRS) audits or reviews.

She counsels companies on the design and documentation of executive compensation arrangements including severance agreements as a business transition planning tool. She has substantial experience evaluating and advising with respect to various types of methods used to fund certain benefits, including, but not limited to self-insurance, split-dollar life insurance, key man life insurance and other forms of insurance-based products. Sarah also advises clients on employee benefits issues that arise in merger and acquisition (M&A) transactions. She also conducts reviews of various employment-related documents such as employee handbooks, employment agreements and non-compete agreements.

Prior to joining Saxton & Stump, Sarah worked as an executive compensation, employee benefits and ERISA attorney with various law firms including Stevens & Lee, P.C., Fox Rothschild LLP and McNees Wallace & Nurick LLC. Most recently, she was a partner with FisherBroyles, LLP in Philadelphia.

Speaking Engagements

- “Manufacturers’ Guide: Tax-Efficient Business Succession Planning to Maximize the Bottomline,” Manufacturers’ Association Wake-Up to Manufacturing Session, October 24, 2023
- “Kick Start 2021: Employee Benefits Compliance Checklist,” International Society of Certified Employee Benefit Specialists (ISCEBS), January 12, 2021
- “Compensation Planning Opportunities and Challenges,” Pennsylvania Advocacy and Resources for Autism and Intellectual Disability (PAR), Solutions Conference, October 21, 2020
- “Understanding Labor and Employment Law for Dental Hygienists in Pennsylvania,” Pennsylvania Dental Hygienists’ Association, May 21, 2020
- “Paycheck Protection Program (PPP): Practical Guidance for Providers,” Pennsylvania Advocacy and Resources for Autism and Intellectual Disability, May 12, 2020
- [“COVID-19 Guidance: Practical Ways for Providers to Protect their Employees and Business,” Pennsylvania Advocacy and Resources for Autism and Intellectual Disability, April 22, 2020](#)
- “COVID-19 Guidance, Practical Ways to Protect Your Employees and Business,” West Shore Chamber of Commerce, April 17, 2020
- “The Pay Ratio Disclosure: What Every Company Should Know,” The Knowledge Group, October 2, 2019
- “Health Reimbursement Account Rules Changed for 2020 – Expanded Opportunities for Employers,” Park Avenue, September 11, 2019

Professional Affiliations

- National Center of Employee Ownership
- Lancaster Bar Association
- Berks County Bar Association
- Chester County Bar Association
- Pennsylvania Advocacy and Resources for Autism and Intellectual Disability (PAR)