



## Douglas S. Neville

Partner | Co-Group Leader, Tax

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St. Louis - 314.345.4742

Doug Neville's practice focuses on helping employers with benefits planning, assisting with design and compliance and reviewing plans that may be affected by changes in the law. He works with private and public employers on executive compensation plans, non-qualified and qualified compensation plans and health and welfare plans.

Doug has extensive experience in representing tax-exempt organizations, including those with religious affiliations, and has a deep understanding of the specialized issues related to those employers. With all clients, he provides assistance on day-to-day issues as well as compliance with changing regulations on health care, non-qualified plans and other issues.

In the area of executive compensation, Doug helps employers set up compensation structures including incentive plans, supplemental executive retirement plans, stock-based compensation packages and fringe benefits. He is skilled in balancing clients' business objectives with complex tax and regulatory requirements.

Doug also has extensive experience working with Employee Stock Ownership Plans (ESOPs). When a business owner wants to create an ESOP to shift ownership interests to employees, Doug can assist with the process from start to finish. He has spoken across the country on trends and developments affecting ESOPs.

In connection with Department of Labor and Internal Revenue Service audits, Doug leads negotiations on behalf of the employer to reach a favorable solution. In addition, when a plan participant disagrees with a benefits-related decision, Doug can assist the employer through the appeal process, ensuring they handle the matter in a way the courts will view as fair if a lawsuit is filed later.

### Education

- University of Missouri School of Law (J.D., 1996)
- University of Richmond (B.S.B.A., 1991)

### Bar Admissions

- Missouri

### Practices & Industries

- Employee Benefits
- Employee Benefits / ERISA
- Employee Benefits & ERISA Litigation
- Tax
- Business Law
- Tax-Exempt Organizations
- Electronic Information Management
- Audits & Investigations
- Employee Stock Ownership Plans (ESOPs)
- Governmental Plans
- Health & Welfare Plans
- Plan Liabilities & Pitfalls
- Plan Termination & De-Risking
- Qualified Plans
- Health Care
- Private Wealth Services
- Health Care & Regulated Industries
- Educational, Religious & Tax-Exempt Organizations

## Professional Affiliations

- American Bar Association
- Bar Association of Metropolitan St. Louis
- Employee Benefits Association of St. Louis
- The ESOP Association, Heart of America Chapter
- National Center for Employee Ownership
- American Society of Pension Professionals & Actuaries (ASPPA), Gateway St. Louis Chapter
- Society for Human Resource Management
- International Foundation of Employee Benefits Plans

## Firm Involvement

- Co-Group Leader, Tax

## Awards & Honors

- Named *Best Lawyers* Employee Benefits (ERISA) Law "Lawyer of the Year" in the St. Louis area (2026)
- Named to *The Best Lawyers in America*<sup>®</sup>, Employee Benefits (ERISA) Law, (2020-2026)

## News & Media

August 21, 2025

**UB Greensfelder Attorneys Recognized in The Best Lawyers in America<sup>®</sup> 2026 List**

November 21, 2024

**What Employers Should Know About Tobacco Surcharge Litigation**

August 15, 2024

**UB Greensfelder Attorneys Recognized in The Best Lawyers in America<sup>®</sup> 2025 List**

July 30, 2024

**New Developments in 401(k) Plan Forfeiture Lawsuits: Advice for Plan Sponsors**

October 17, 2023

**Douglas Neville Quoted In PlanSponsor Article Regarding Colgate-Palmolive Litigation**

*PlanSponsor*

October 12, 2023

**Douglas Neville Explores Changing Retirement Landscape In PlanSponsor Article**

*PlanSponsor*

August 17, 2023

**Best Lawyers 2024 Edition Lists 66 Greensfelder Attorneys, Including Five "Lawyers Of The Year"**

August 18, 2022

**Best Lawyers 2023 Edition Lists Over 60 Greensfelder Attorneys, Including Five St. Louis 'Lawyers Of The Year'**

August 19, 2021

**Best Lawyers 2022 Edition Lists 60 Greensfelder Attorneys, Including Three St. Louis 'Lawyers Of The Year'**

## Publications & Presentations

### PUBLICATIONS

- "Department of Labor Recovers \$22.5M for ESOP" *PlanSponsor* (2023)
- "Distributing Assets When an Unrelated Employer Leaves a Multiple Employer 401(k) Plan" *401(k) Advisor* (February 2022)
- "Multiemployer Pension Plan Withdrawal Liability" *Employee Relations Law Journal* (Winter 2016)
- "Employee Stock Ownership Plans in Succession Planning" *Employee Benefit Plan Review* (September 2016)
- "Taking the Plunge: ERISA § 3(38) Investment Managers for 401(k) Plans" *401(k) Advisor* (August 2015)
- "Back to Basics: Identifying and Fulfilling Fiduciary Duties" *401(k) Advisor* (June 2015)
- "A Rebate ... Great! Now What?" *401(k) Advisor* (April 2015)
- "Increasing Employee Participation in 401(k) Plans: Q & A" *401(k) Advisor* (November 2014)
- "Common 401(k) Administration Errors" *401(k) Advisor* (April 2014)
- "Code Section 410(b) Minimum Coverage Requirements" *401(k) Advisor* (March 2014)
- "Minimum Participation Standards, Part II" *401(k) Advisor* (January 2014)

### PRESENTATIONS

- "Topics in Compensation and Benefits – 2015 Reporting Requirements" AAIM Roundtable Presentation (2015)
- "ESOPs in Ownership Succession Planning" National Business Institute Business Ownership Succession Planning Seminar (June 2015)
- "Real World Issues for Mature ESOPs" ESOP Association Heart of America Chapter Spring Seminar (April 2015)
- "Designing an ESOP to Fit Your Culture" NCEO's Employee Ownership Conference (April 2015)
- "Corporate Governance Transitions" ESOP Association Heart of America Chapter Fall Seminar (September 2014)
- "Timing of 401(k) Plan Amendments" *401(k) Advisor* (August 2014)
- "The Affordable Care Act and Immigration Policy, Law and Regulations: Addressing Rapid Changes in Government Regulation" International Franchise Association 47th Annual Legal Symposium (May 2014)

- "Current ESOP Trends" ESOP Association Heart of America Chapter Spring Seminar (April 2014)