



CASTLES R. HOLLIS

Partner
Atlanta

Partner and Practice Leader - Employee Benefits

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BIOGRAPHY

Cass is a seasoned attorney with a deep focus on employee benefits matters and executive compensation. Her practice is centered around the design, implementation, and ongoing compliance of various retirement and benefit plans, with a particular emphasis on qualified retirement plans, such as employee stock ownership plans (ESOPs), and non-qualified retirement plans. Cass's expertise also extends to welfare benefit plans, deferred compensation arrangements, bonus structures, and equity incentive plans, making her a versatile advisor in the realm of employee benefits.

Employee Stock Ownership Plans (ESOPs)

One of Cass's primary areas of concentration is transactions involving employee stock ownership plans. She has extensive experience representing companies, lenders, and trustees in connection with these transactions, ensuring that the ESOPs are structured and executed effectively to meet the financial and strategic goals of the organization, as well as the regulatory requirements application to these transactions. Her deep understanding of ESOPs enables her to navigate the complexities of these transactions, providing clients with practical and strategic advice. Following the transactions, Cass provides ongoing assistance for ESOP-company clients with plan administration and compliance issues.

Executive Compensation and Employment Agreements

In addition to her work with retirement plans, Cass advises clients on the legal aspects of plan administration and the negotiation and preparation of executive employment agreements. Cass ensures that these agreements are carefully crafted to protect her clients' interests and align with their long-term objectives. Her knowledge in executive compensation extends to both the design and implementation of these arrangements, making her a key resource for organizations seeking to attract and retain top talent. Cass is a co-author for *Executive Compensation – Best Practices (393-1st T.M.)*, a portfolio published by Bloomberg, offering in-depth insights into effective strategies and compliance considerations in executive compensation planning.

Corporate Transactions and Plan Compliance

Cass's practice also includes advising clients on benefits issues related to corporate transactions. She works closely with organizations to detect and correct defects in tax-qualified retirement plans, ensuring that they remain compliant with applicable laws and regulations. Her expertise in the establishment and maintenance of Association Health Plans further demonstrates her ability to navigate the intricate legal landscape of employee benefits.

Holistic Approach to Employee Benefits

Cass's holistic approach to employee benefits ensures that her clients receive comprehensive and tailored advice. She is dedicated to helping organizations create and maintain benefit plans that not only comply with legal requirements but also support their overall business objectives. Her ability to integrate her knowledge of employee benefits with her understanding of corporate transactions and executive compensation makes her an invaluable partner to her clients.

Cass's commitment to excellence, combined with her extensive experience in employee benefits and executive compensation, has made her a trusted advisor to a wide range of organizations. Her focused approach and deep understanding of the complexities involved in these areas ensure that her clients are well-positioned to achieve their goals.

PROFESSIONAL AFFILIATIONS

- Appointed to The ESOP Association Advisory Committee on Legislative and Regulatory Affairs, 2024
- Member of The ESOP Association Public Policy Council, 2021

ADMISSIONS

- Georgia, 1999
- South Carolina, 1996

EDUCATION

University of South Carolina, M.Tax, 1997

University of South Carolina, J.D., 1996

University of South Carolina, B.S., 1993

RELATED PRACTICE AREAS

- Employee Benefits & Executive Compensation
- ESOP Team
- Corporate
- Cross-border Employment Issues
- Data Center & Digital Infrastructure Team
- Healthcare & Life Sciences
- Financial Institutions
- Employment & Labor
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Plan Design & Implementation
- Plan Administration & Fiduciary Issues
- Welfare Plans
- Interdisciplinary Privacy/HIPAA Practice
- Practice Before Government Agencies
- ERISA & Employee Benefits Litigation
- International Pensions & Benefits Practice

- Association Health Plan Practice
- Pensions
- Share Plans & Incentives
- Executive & Deferred Compensation

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Jan 15, 2025

BCLP advises Vantiva in the sale of its Supply Chain Solutions business to Variant Equity Advisors

News

Mar 16, 2023

BCLP advised Playtech Plc in connection with its investment in Hard Rock Digital

BCLP has advised client Playtech plc (Playtech), in connection with its \$85 million investment (c. €80 million) in Hard Rock Digital ("HRD").

News

Mar 21, 2022

BCLP advises Stonebridge Companies in investment transaction with TowerBrook

News

Nov 10, 2021

BCLP Names Largest Class of Partner Promotions

Insights

Aug 26, 2021

BCLP Benefits summer 2021 newsletter

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BCLP Benefits newsletter

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Oct 27, 2020

Q3 2020 IRS, DOL, and PBGC Guidance