



Luke J. Money Penny

Associate

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Luke is an employee benefits and executive compensation attorney with a strong background in ERISA and federal tax law. Currently, his practice focuses on ERISA, health and welfare plans, qualified and non-qualified retirement plans, and deferred compensation. Before entering the legal field, Luke spent 14 years in federal law enforcement, with the latter part of his career in the intelligence community. This unique background included handling high-profile and critical investigations, where Luke honed his strong attention to detail, drive, and commitment to ethical standards.

Luke assists clients in drafting a wide range of benefit plans including employee stock ownership plans (ESOPs) and helps clients navigate complex compliance issues with the Department of Labor and the IRS. He possesses a deep knowledge of ERISA compliance, employee benefits, pension plans, and tax planning strategies, enabling him to offer sound legal counsel that protects client interests and achieves their goals.

Outside the office, Luke enjoys spending time with his wife and two young children exploring the outdoors.

Services

- Compensation & Benefits
- Executive Compensation
- Health & Welfare Benefits
- Retirement Plan Documents
- ESOPs
- Tax Planning
- Corporate & Transactional
- Labor
- Employment

Education

- Georgetown University Law Center (LLM)
- Syracuse University College of Law (J.D.)
- Bowling Green State University (B.A.)
 - Political Science

Bar Admissions

- Ohio
- District of Columbia