



Steven P. Benson

PARTNER

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FALLS CHURCH

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BIOGRAPHY

Mr. Benson is a partner in the firm's Nonprofit Organizations & Associations practice group. He has nearly 35 years of experience working with nonprofit and tax exempt organizations on a wide range of legal matters, including governance, tax, corporate matters, contracts, employment, intellectual property, antitrust, and certification issues. Mr. Benson currently represents a diverse group of charitable, scientific, professional, membership, and trade associations and their supporting organizations. Prior to entering private legal practice, he served four years on active duty in the Navy in the Judge Advocate General's Corps. Mr. Benson holds a juris doctor degree from George Washington University and an undergraduate degree from the University of Massachusetts in Amherst.

MEMBERSHIPS & ACTIVITIES

- Member: District of Columbia Bar Association
- Member: American Bar Association
- Past Member: Board of Directors of the Northern Virginia Christian Academy

PRACTICES & INDUSTRIES

[Associations, Nonprofits and Political Organizations](#)

[Tax](#)

[Nonprofit Corporate Services](#)

[Insurance](#)

[Trademarks, Domain Names and Other Brand Protection](#)

EDUCATION

The George Washington University School of Law, 1981, J.D.

University of Massachusetts, 1978, B.A.

ADMISSIONS

District of Columbia
Massachusetts
Virginia

- Past Member: Board of Directors of the National Maritime Heritage Foundation
- Past Member: Board of Directors of the Everyman Society
- Past Member: Board of Directors of the Potomac Heritage Partnership

NONPROFIT, CORPORATE & BOARD ISSUES

- Corporate governance issues applicable to nonprofits, including governance policies requested by the Internal Revenue Service, amendments to articles and bylaws, Sarbanes-Oxley compliance, watchdog compliance, restructuring, and best practices
- Board and governance issues, such as board size, committee structure, recruitment, orientation, elections, self-evaluations and credentialing
- Charitable solicitation and other fundraising activities

TAX ADVICE

- Federal and state tax laws applicable to 501(c)(3) and 501(c)(6) organizations and their affiliates, including for profit subsidiaries and joint ventures
- Unrelated business income tax issues
- Applications for federal and state tax exemption
- Tax consequences of employee compensation and fringe benefits

EMPLOYMENT ADVICE

- Employment agreements, Executive compensation arrangements, Executive and staff evaluations, Compensation plans, Employment policies and handbooks, Noncompete agreements, Confidentiality agreements, Personnel files, Employee terminations and severance agreements
- Working with management and boards to develop succession planning programs for management level staff, Interviewing prospective, current and former employees, Job descriptions, Leased employees and
- Outsourced HR services

OTHER

- Intellectual property, copyright and trademark licensing
- Contracts such as independent contractors, hotel and convention services, licenses, and grant agreements