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Keith McLeod and has over 20 years of experience focusing on employee and executive compensation design and compliance issues, including Code Section 401, 457, 409A, 162(m) and 280G matters, along with Code Section 125 and other fringe benefit issues. He has experience in retirement plan consultation, employee communication, and plan drafting, funding and qualification testing services. He has additional experience in the general application of the financial accounting compensation expense recognition and income tax accounting rules, including the computations required under FAS 123R. Keith is an attorney and CPA