

Kimberly J. Decker

Partner

Securities Practice Chair

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OVERVIEW:

Kim Decker represents U.S., international and non-profit clients with a wide array of business and transactional needs. Kim takes a uniquely practical, business-focused approach because she understands that her clients need her to provide solutions, not roadblocks. As a result, Kim successfully counsels clients through mergers and acquisitions, corporate governance issues, contracts and negotiations, raising capital, risk assessment and management, public company compliance obligations and bank regulatory issues, partnering with her clients to give practical advice that helps them achieve business goals.

General Counsel

Kim has the rare perspective of having serviced clients and assessed their legal goals and needs as "in-house counsel." She has provided general counsel services to clients, both on site and virtually, filling in for legal departments experiencing gaps in coverage as well acting as "outside" general counsel to many of her smaller, privately held company clients who do not have in-house lawyers. As a result, Kim is in tune with the different service style and legal issue management process that is required in a corporate or private company setting. In addition, Kim's broad legal experiences make her valuable in this role as she is able to spot issues in a wide variety of areas.

Securities

Kim chairs the firm's Securities practice and assists companies with public and private debt and equity offerings and the associated registration, exemption and "Blue Sky" requirements. For public company clients, Kim provides advice on all aspects of 1934 Act compliance (annual meetings, proxy solicitations, Sarbanes Oxley, corporate governance requirements, annual and quarterly reports, Section 16, current reports on Form 8-K, etc.).

Mergers and Acquisitions

Kim assists public and private companies as well as non-profit clients with mergers and acquisitions, including both stock and asset transactions, as well as reorganizations. She has seen a wide variety of deals

and structures, including complex earn-outs, management buy-outs, venture capital investments and the exercise of a so-called "fiduciary out" to pursue a competing transaction.

Banking

In addition to providing general counsel, securities and mergers and acquisitions services to financial institutions, Kim handles financial institution and holding company formations, branch acquisitions, minority investments in financial institutions and regulatory compliance issues for Federal Reserve, FDIC and OCC regulated financial institutions of all shapes and sizes.

Kim's clients consist of regional, national and international companies, and she has represented public company clients companies listed on all existing stock exchanges. A sampling of clients Kim has represented include: an international $1.5 billion, NYSE-listed specialty steel fabricator, a multi-state bank holding company with $18 billion in assets, a regional, NASDAQ-listed telecommunications provider, and an international specialty paper manufacturer. However, a large portion of her client base consists of privately held, regional companies. Kim negotiates a wide variety of complex contractual issues for regional and multinational corporate clients in industries including telecommunications, manufacturing, distribution and education. She is a frequent presenter on the topics of contractual issues, the Uniform Commercial Code and administration.

EDUCATION:

- William & Mary Law School, J.D., Phi Delta Phi
- Elizabethtown College, B.S., cum laude

ADMISSIONS:

- Pennsylvania

PRACTICE AREAS:

- Business
- Securities
- Cybersecurity
- Crisis Management
- Mergers & Acquisitions
- International Business & Trade

INDUSTRY GROUPS:

- Banking
- Senior Living
- Manufacturing
- Higher Education

COMMUNITY INVOLVEMENT:

EDC Finance Corp. of Lancaster County
Board of Directors

Lancaster Chamber of Commerce
Excellence Exchange Committee

Strasburg Rail Road Company
Board of Directors

Elizabethtown College Leadership Council
Former Member

Lancaster Chamber Foundation Board
Former Secretary

Lancaster Chamber of Commerce
Women in Business Committee, Former Member

Lancaster General Health PAC
Former President

RECOGNITIONS:

- The Best Lawyers in America, Banking and Finance Law (2021, 2022, 2023, 2024, 2025, 2026, 2027), Mergers and Acquisitions Law (2026, 2027)
- Central Penn Business Journal, "Women of Influence" (2021)
- The Legal Intelligencer, "Top Women in Law" (2016)

MEMBERSHIPS:

- Lancaster Bar Association
- York County Bar Association
- Pennsylvania Bar Association

PRESENTATIONS:

- "Buy-Side M&A: Key Considerations and What's New in M&A," ACC of Central PA Chapter's Holiday Style Program (2025)
- "ESG, DEI and Why You Should Care," Association of Corporate Counsel's In-House Lawyer All Day CLE program (2022)
- "Raising Capital in 2020," Barley Snyder's Virtual Business Seminar Part 2 (November 2020)
- "Running Your Business Under Green: Some Lessons Learned and Directions for the Future", Barley Snyder Webinar (June 2020)
- "Trending Issues in Regional Banks", Barley Snyder's LendiCon (March 2018)
- Featured speaker, NACD's The Board's Role in Risk Oversight and Cybersecurity (October 2017)
- Common Legal Issues You Need to Know, PA Treasury's Small Business Initiative at York College (October 2016)
- Legal Issues Involved in Growing your Business , PA Treasury's Small Business Initiative at York College (October 2016)
- "Negotiating Indemnification Clauses, Representations and Warranties and Other "Standard" Contract Terms", Barley Snyder Business Seminar (October 2015)
- "Loan Sales", Barley Snyder LendiCon Seminar (November 2013)
- "Corporate Governance: Practical applications and ideas", Barley Snyder Business Seminar, (October 2013)
- "Dodd-Frank: What's happening now and what's to come", ACC Seminar: What Keeps You up at Night? (September 2012)

RELATED NEWS:

- Barley Snyder Welcomes Attorney Evdoxia Xia Madonis to Business Practice Group
  July 13, 2026
- Barley Snyder Announces 2026 Leadership Changes
  January 23, 2026
- Barley Snyder Partner Paul Mattaini Named Lawyer of the Year in Banking and Finance Law by Best Lawyers
  August 28, 2025
- RESPA Affiliate Business Arrangements Under Fire
  April 15, 2025
- Significant Amendments to the Delaware General Corporation Law
  March 27, 2025
- Barley Snyder Announces 2024 Leadership Changes
  January 9, 2024
- Barley Snyder Announces 2023 Leadership Changes
  January 20, 2023
- Barley Snyder Mourns Loss of Shawn M. Long
  January 9, 2023
- Best Lawyers Honors 30 Barley Attorneys
  August 25, 2021
- Barley Snyder Partner Decker Named to Women of Influence List
  May 12, 2021
- Securities Changes for 2021
  January 22, 2021
- Barley Snyder Announces 2021 Leadership Changes
  January 12, 2021
- Nearly Thirty Barley Snyder Attorneys Named Best Lawyers
  August 20, 2020
- Barley Snyder Partner Kimberly Decker Named to Top Women in Law List
  September 15, 2016

RELATED RESOURCES:

- Raising Capital in 2020 Webinar Replay
  November 12, 2020

- Running Under Green Webinar Replay
  June 26, 2020