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Henry is a partner of Smith & Downey, a law firm with a national practice concentrating in employee benefits, executive compensation, and labor and employment law. Smith & Downey has offices in Baltimore, New York, Washington and Pittsburgh.

Henry advises for-profit, tax-exempt, governmental and church-related employers of all sizes, in all industries and in all areas of the country, concerning the full range of employee benefit and executive compensation issues. Henry also advises individual executives with respect to their employment agreement and executive compensation arrangements. Henry also regularly works with other benefits professionals and other attorneys who require for their clients legal expertise in Henry's practice area.

Henry is active in various American Bar Association and Maryland State Bar Association committees dealing with employee benefits and executive compensation, and he is a frequent lecturer and panelist at educational programs dealing with those areas. Henry is past Chair of the Maryland State Bar Association's Employee Benefits Committee and past Chair of the Maryland State Bar Association's Tax Section.

Henry is a principal author of Panel Publishers' Nonqualified Deferred Compensation Answer Book and Nonqualified Deferred Compensation Forms and Checklists, and is a contributing author of Panel Publishers' 403(b) Answer Book. From 1997 - 2000, Henry was the author of COBRA Procedures Manual, HIPAA Quarterly and COBRA Quarterly. Henry also is an Adjunct Professor of Law in the University of Baltimore Law School's Graduate Tax Program.

Henry received his undergraduate degree, magna cum laude, from Frostburg State College, where he was an Honors graduate in Political Science and Education, received a Masters degree from the Johns Hopkins University, and received his law degree from the University of Maryland School of Law, where he graduated with Honors and was selected to the Order of the Coif. Henry is a member of the Maryland and District of Columbia Bars.