



## CAPABILITIES / LABOR & EMPLOYMENT

# Executive Compensation & Employee Benefits

We counsel employers regarding all types of retirement and welfare benefit plans, representing both public and private sector clients in complex matters concerning the employer-employee relationship.

## OVERVIEW

Employers seek our counsel when facing sophisticated issues involving employee benefit plans and executive compensation. We offer clients advice and representation for issues and disputes arising from ERISA, federal and state tax laws, HIPAA, COBRA, and the many other complex laws that govern employee benefits.

### Our Value

We have significant experience in developing non-qualified plans as a way to supplement our clients' qualified benefit plans. These plans are generally less regulated and, therefore, provide clients with a greater ability to tailor benefits, motivate a workforce, and retain long-term talent.

The members of our Executive Compensation team have broad business and life experiences, offer clients an integrated team approach, and a 360-degree understanding of the client's objectives and goals from both tax and employment law perspectives. In addition to being knowledgeable in our areas of expertise, members of Obermayer's Executive Compensation team have strong client relationships and, as a result, our clients trust us with the most important and sensitive matters.

### Our Clients

In general, our clients fall into three categories:

- We advise executives starting a new position or negotiating a separation/retirement. We help these clients understand compensation and benefits packages from a business, tax, and financial standpoint as well as identify areas of concern and leverage points for negotiations.
- We help companies establish and maintain cost-effective executive compensation plans and policies that promote the companies' growth and retain long-term talent for continued corporate success.
- We represent well-established and startup companies in crafting compensation plans and policies to reward longtime

- employees and to attract new talent. Many of these companies are looking for an innovative way to motivate and retain their workforce. In addition, some companies are looking to compensate their long-term employees through equity awards which then parlay into corporate succession planning.

From an individual executive's perspective, the main concern we encounter is helping the client understand the financial ramifications of the compensation and benefits package *on the client's unique individual/family situation*. The financial results impact not only the individual executive but also the client's immediate family for many years.

## Awards Won\*



\*[Click here](#) for a description of the standard or methodology on which the awards and honors are based. No aspect of this advertisement is approved by the Supreme Court of New Jersey.

## ATTORNEYS

### Key Contacts

#### Michael S. Pepperman

PARTNER

215.665.3032

michael.pepperman@obermayer.com

#### Warren W. Ayres

PARTNER

215.665.3124

warren.ayres@obermayer.com

#### Melissa K. Atkins

PARTNER

215.665.3146

melissa.atkins@obermayer.com

#### Ivo J. Becica

PARTNER

215.667.6335

ivo.becica@obermayer.com

#### Andrew J. Horowitz

PARTNER

412.288.2461

Andrew.Horowitz@obermayer.com

**Christopher M. Kurek**

SENIOR COUNSEL

215.665.3092

[christopher.kurek@obermayer.com](mailto:christopher.kurek@obermayer.com)

**Salena Moran**

ASSOCIATE

412.209.1350

[salena.moran@obermayer.com](mailto:salena.moran@obermayer.com)

**Charles L. Shute Jr.**

SENIOR COUNSEL

215.665.3026

[charles.shute@obermayer.com](mailto:charles.shute@obermayer.com)

**Taylor D. Washington**

ASSOCIATE

215.665.3106

[taylor.washington@obermayer.com](mailto:taylor.washington@obermayer.com)

**Brett Wiltsey**

PARTNER

856.857.1435

[brett.wiltsey@obermayer.com](mailto:brett.wiltsey@obermayer.com)

**Thomas S. Wyatt**

PARTNER

215.665.3200

[thomas.wyatt@obermayer.com](mailto:thomas.wyatt@obermayer.com)

---

## RELATED CAPABILITIES

Counseling, Compliance & Training

Employment Litigation

Employment-Related Agreements

Health Care

Immigration

Internal Investigations

International Businesses

Labor & Employment

Labor Arbitration

Local Governments & Municipal Authorities

Mergers & Acquisitions

Tax

Traditional Labor Relations & Collective  
Bargaining

Universities & Secondary Schools

Wage & Hour