

# Executive & Incentive Compensation



## REPRESENTATIVE EXPERIENCE

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Prepared incentive programs for various organizations.

Prepared deferred compensation provisions in an employment agreement.

Assisted in the preparation of numerous top hat plans for various employers.

Drafted and reviewing rabbi trusts.

Assisted an institution in developing a severance pay plan and early retirement window benefit through its retirement plan for select employees as part of an early retirement incentive program.

Assisted a for-profit nursing home business in structuring a severance compensation agreement for a key executive in compliance with Section 409A.

Assisted a client in restructuring a noncompliant discount stock option program so as to qualify for exclusion from operation of Section 409A and in the establishment of a Section 409A compliant deferred compensation plan to compensate for the benefit differential to executives resulting from the restructured stock option program.

Assisted a client in restructuring deferred compensation arrangements for key executives and directors to comply with Section 409A.



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ATTORNEYS