



## Pamela D. Kaplan

Partner

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### About

Recognizing that the trajectory of a business is directly tied to the talents and commitment of its employees—especially its C-suite executives and high-level employees—Pamela Kaplan helps her clients develop and implement employee benefit and executive compensation programs designed to attract and retain these indispensable human assets.

Pam leverages deep subject matter knowledge and a demonstrated passion for her work to deliver counsel that maximizes the value of those assets and protects her clients' bottom lines.

Chair of the firm's Employee Benefits and Executive Compensation group, Pam represents *Fortune* 500 companies, not-for-profit entities, and other organizations on the full range of employee benefits and compensation-related initiatives.

Her guidance is creative yet practical, comprehensive yet focused. Clients appreciate the results of Pam's efforts and the collaborative working relationships she establishes that keep her clients informed and educated while sparing them from superfluous or esoteric discussions of the law.

With immersive knowledge of the complexities and compliance challenges inherent in the ever-changing regulatory landscape governing employee benefits, Pam provides legal advice and solutions that allow her clients' benefit programs to operate harmoniously with their commercial, human resources, and financial objectives. She works assiduously with each client to design, implement, administer, and continuously manage all types of retirement, savings, incentive, and health and welfare programs.

Pam's executive compensation practice focuses on negotiating and documenting compensation plans and agreements that include bonus, equity incentive plans, and other incentive options. Particularly well-versed in Section 409A plans and other non-qualified deferred compensation arrangements, Pam also crafts and advises on all types of retention, severance, and change-in-control packages.

Pam serves as lead benefits counsel to several of the largest not-for-profit health providers in the New York metropolitan area and has significant experience with rabbi trusts and non-qualified benefit programs. In addition, she regularly counsels clients on compliance with reporting and filing requirements under ERISA, the Internal Revenue Code, and securities laws.

Providing high-quality and responsive advice and communicating complex legal concepts in a straightforward and practical manner are defining features of Pam's practice. Highly organized with acute attention to detail, Pamela is valued not only for her honed analytical skills but also for her personal attention to individual client needs and her tireless commitment to achieving their goals.

## Community

Hannah Senesh Community Day School, board of trustees, president, 2008–2010

Park Slope Jewish Center, board of trustees, 2017–present

### Related Services

Employment and Employee Benefits  
Employee Benefits and Executive Compensation  
Environmental, Social and Governance (ESG)  
Manufacturing  
Nonprofit Organizations

### Education

New York University School of Law, LL.M., 1989

- Taxation

New York Law School, J.D., 1983

- cum laude
- Law Review, articles editor

Binghamton University–State University of New York, B.A., 1980

- French with outstanding academic achievement

### Admissions

New York, 1984

### Languages

French  
Spanish