Proskauer



Contact

Justin S. Alex

Partner

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Justin S. Alex is a partner and a member of the Compensation & Benefits Group.

Justin advises private and public companies on all aspects of their employee benefits and executive compensation arrangements and plans.

He has particular experience in the sports industry, including employment agreements for executives and coaches at the highest levels in professional sports. He also has advised on the benefits and compensation aspects of numerous transactions, such as the purchase or sale of the Buffalo Bills, Carolina Panthers, Denver Broncos, Miami Marlins, Real Salt Lake, Seattle Reign FC (2019 purchase and 2024 sale), Professional Hockey Federation, the Licensed Sports Group Unit of VF Corporation, Full Swing Golf, and ADPRO Sports, the merger of the USFL and XFL, an investment in Penske Entertainment/INDYCAR by Fox Sports, and investments in NASCAR racing teams.

In addition to Justin's general benefits and compensation practice, he spends a significant portion of his time advising employers and financial sponsors with respect to pension liabilities. He also advises the trustees of collectively bargained single-employer and multiemployer plans with respect to their administration, governance, and legal compliance.

His accomplishments have earned him recognition as one of the leading compensation and benefits lawyers in the country. Most recently, Justin was selected as a Rising Star by *Law360* and recognized as a Next Generation Partner by *Legal 500*. He is additionally ranked by *Chambers*, to which clients reported that he "is a very strong advocate for his clients and considers all options" and that he "is extremely knowledgeable and a subject matter expert in his area."

Prior to joining Proskauer, Justin was an attorney in the Office of Chief Counsel at the Pension Benefit Guaranty Corporation (PBGC), where he gained significant experience with pension termination and underfunding issues. He also represented the PBGC in corporate bankruptcies and federal court litigation.

Justin is the co-editor of Proskauer's Compensation & Benefits Blog and the Hiring Partner for Proskauer's Washington office. He also serves on the Board of the Washington Lawyers' Committee for Civil Rights and Urban Affairs.

Practices

Transactions and Corporate Change, Pension Investing, Compensation & Benefits

Education

University of Florida Levin College of Law, J.D.
cum laude
Executive Research Editor, *Florida Law Review*
University of Florida, M.S.
University of Florida, B.S.B.A.

Admissions & Qualifications

Florida
District of Columbia

Court Admissions

U.S. District Court, Florida, Northern District

Awards & Recognition

Best Lawyers in America (2025-2027)

Law360 Rising Star (2025)

Chambers USA: Washington, DC: Employee Benefits & Executive Compensation (2023-2026)

The Legal 500 United States: Employee Benefits, Executive Compensation and Retirement Plans: Design , 2021-2026 (Next Generation Partner 2026)

Washington DC Super Lawyers Rising Star (2017-2021)

Government Service

Attorney, Pension Benefit Guaranty Corporation, Office of the Chief Counsel, 2011-2013