



Contact

**Seth J. Safra**

**Partner**

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Seth J. Safra is chair of Proskauer’s Employee Benefits & Executive Compensation Group. Described by clients as “extremely knowledgeable, practical, and strategic,” Seth advises clients on compensation and benefit programs.

Seth’s experience covers a broad range of retirement plan designs, from traditional defined benefit to cash balance and floor-offset arrangements, ESOPs and 401(k) plans—often coordinating qualified and non-qualified arrangements. He also advises tax-exempt and governmental employers on 403(b) and 457 arrangements, as well as innovative new plan designs; and he advises on ERISA compliance for investments.

On the health and welfare side, Seth helps employers provide benefits that are cost-effective and competitive. He advises on plan design, including consumer-driven health plans with HSAs, retiree medical, fringe benefits, and severance programs, ERISA preemption, and tax and other compliance issues, such as nondiscrimination and cafeteria plan rules.

Seth also advises for-profit and non-profit employers, compensation committees, and boards on executive employment, deferred compensation, change in control, and equity and other incentive arrangements. In addition, he advises on compensation and benefits in corporate transactions.

Seth represents clients before the Department of Labor, IRS and other government agencies.

Seth has been recognized by *Chambers USA*, *The Legal 500*, *Best Lawyers*, *Law360*, *Human Resource Executive*, *Lawdragon* and *Super Lawyers*.

[Close](#)

#### Practices

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Employee Benefits & Executive Compensation, Executive Compensation

#### Education

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Duke University School of Law, J.D.

*summa cum laude*

*Duke Law Journal*, Research Editor

Order of the Coif

John R. Parkinson Memorial Scholarship

James S. Bidlake Award

Georgia Institute of Technology, B.C.E.

Highest Honors

Tau Beta Pi

Cooperative Plan

#### Admissions & Qualifications

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District of Columbia

#### Clerkships

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U.S. Court of Appeals, Fourth Circuit - Hon. Paul V. Niemeyer

#### Court Admissions

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Supreme Court of the United States

U.S. Court of Appeals, Fourth Circuit

#### Awards & Recognition

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Lawdragon 500 Leading U.S. Corporate Employment Lawyers 2020-2025

The Legal 500 United States: Tax: Not-for-Profit 2021-2022, 2024

The Legal 500 United States: Employee Benefits, Executive Compensation and Retirement Plans: 2017-2024 (Next Generation 2017-2021) (Leading Lawyer 2022-2024)

The Legal 500 United States: Employee Benefits & Executive Compensation (Transactions) 2017, 2019, 2024

Chambers USA: District of Columbia: Employee Benefits & Executive Compensation 2018-2024

Chambers USA: District of Columbia: Employee Benefits & Executive Compensation: Up & Coming 2017

Lawdragon & Human Resource Executive Most Powerful Employment Attorneys, Top 40 Up-and-Comers 2016-2019

Best Lawyers in America 2019-2024