

Mitchel C. Pahl

Partner

New York Office

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Practices

FOCUS: Employee Benefits and Executive Compensation

Corporate

Executive Compensation and Employee Benefits in Corporate Transactions

Private Equity

Real Estate

Retirement Plan Governance, Investment and Asset Management

Industries

Energy

Finance and Financial Markets

Health Care

Pharmaceutical and Life Sciences

Technology

Education

JD, Benjamin N. Cardozo School of Law

LLM (Taxation), New York University School of Law

BA, The City University of New York

Bar Admissions

New York

Community Involvements

Cardozo Law Review, Managing Editor ABA Joint Committee on Employee Benefits, Member

ABA Subcommittee on Continuing Legal Education, Former Member

ABA Business Law Section Subcommittee on International Executive Compensation, Former Chair

Pace University Lubin School of Business, Former Adjunct Professor

Navigating the complexities caused by today's increased government regulation and oversight in the areas of executive compensation and employee benefits is critical for today's businesses. Those complexities create both challenges and opportunities for businesses in designing and operating effective compensation and benefit arrangements. That's why public companies, financial institutions, government institutions, private equity groups and high-net-worth individuals turn to Katten partner Mitchel Pahl.

Tailoring solutions to meet the needs of each client's business

Mitch's deep experience in the areas of executive compensation and benefits extends to both tax and ERISA, and includes matters relating to M&A and other corporate transactions, tax-qualified and nonqualified plans, private equity, legal and regulatory compliance, nonprofit benefits, and special issues connected with globally mobile executives. His wide-ranging industry experience includes such diverse fields as technology, financial services, pharmaceuticals, real estate, energy, banking, retail, health care, and food and beverage.

Mitch's private equity experience focuses on ERISA Title I matters — investment vehicle and fund formation and operation — as well as the tax, employment and other issues raised by upper-tier management compensation arrangements maintained by partners and LLCs. This allows Mitch to provide comprehensive counseling to clients in connection with their day-to-day business activities and also their in-house operations.

Throughout his career, Mitch has been involved in numerous high-profile corporate transactions, many of which raised cutting-edge compliance issues involving employee benefits and executive compensation. Mitch is also widely recognized for his work relating to global executive compensation matters.

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He has worked with clients in Africa, Asia, Australia, Europe, and North, South, and Central America.

Recognitions

Recognized or listed in the following:

- *Best Lawyers in America*
 - Employee Benefits (ERISA) Law, 2021–2022
- Super Lawyers
 - New York, 2021

News

- Katten Attorneys Named 2021 New York Super Lawyers and Rising Stars Honorees (September 30, 2021)
- Katten Attorneys Listed in *The Best Lawyers in America*® (August 19, 2021)
- Katten Attorneys Distinguished as Top Legal Talent in the 2021 *Best Lawyers in America* and *Best Lawyers: Ones to Watch* Lists (August 20, 2020)
- Katten Builds on Its Award-Winning M&A/PE Team (May 29, 2020)
- Katten Grows Employee Benefits Practice with Mitchel Pahl (January 7, 2020)

Publications

- Congress CARES About Employee Benefits (April 3, 2020)
- Recent Sun Capital Decision Provides Welcome Relief but Leaves Uncertainty (January 22, 2020)

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- Employee Share Plans in United States: Regulatory Overview (October 1, 2015)
- Sun Capital Decision Continues to Roil US Private Equity Industry (June 2014)
- Multinational Executives, Chapter 14 of *Executive Compensation* (January 1, 2014)

Presentations and Events

- An Opportune Time to Revisit Your Severance Checklist (September 23, 2014) | *Moderator and Panelist*
- New Developments in Pension Fund Investment Regulation (June 23, 2014) | *Panelist*
- Affordable Care Act Developments – 2014 (May 6, 2014) | *Speaker*