

David T. Harmon

Member

David T. Harmon, Co-Chair of the firm's [Executive Compensation and Employee Benefits Practice Group](#) and a member of the firm's Management Committee, focuses his practice on executive compensation, employment, and business law.

David represents senior-level employees of public and private companies in negotiating their employment packages and all associated agreements, both during the commencement of the employment relationship through offer letters and employment agreements, or at termination through severance agreements. His practice includes employment and post-employment compensation, confidentiality, non-compete, non-solicitation, non-poach, and garden leave covenants, the Protocol for Broker Recruiting, change of control provisions, equity plans, and benefits and protections within the structures and strategies for those packages.

In addition to representing individuals, David regularly counsels employers in the preparation and negotiation of employment and severance packages with their employees, the design of Human Resources compliance programs, employee policy manuals, and training in the implementation of those policies. David also provides neutral investigative services, comprehensive employment evaluations, strategic solutions, and coaching in employment matters.

His practice spans a wide range of industries, including financial services, marketing, advertising, recruiting, health care, design, branding, publishing, fashion, engineering, real estate, technology and pharmaceutical, among others.

David also serves as outside general counsel and strategist for companies in their general business, employment, litigation and transactional matters.

David's practice includes representation in FINRA, AAA, and JAMS arbitrations and mediations involving employment and customer disputes, FINRA and other regulatory investigations, disciplinary matters, and Forms U4 and U5 expungement and related employment matters.

A former member of the Board of Directors of the Wall Street Technology Association, David is a member of the Business Law and Labor & Employment Sections of the New York State and American Bar Associations.

Recognized as a national authority on employment matters, David has been quoted in numerous publications including *The Wall Street Journal*, *Advisor Hub*, *Ladders*, *FundFire*, *Broker's World*, *Registered Rep*, and the *Hedge Fund Law Report*. He co-authored a chapter titled "Perspectives for Management and Executives on Structuring and Negotiating the Package: It's not Just About the Dollars" for a book titled *Inside the Minds: Employee Benefits and Executive*



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boards for a book titled, *Inside the Minds: Employee Benefits and Executive Compensation Plans* for Aspatore Books, a Thomson Business Publisher. David's blog, *Transitions in Employment*, focuses on employment agreements, offer letters, severance packages, garden leaves, non-compete and non-solicitation restrictions, confidentiality agreements, changes in control, deferred compensation, stock options, bonuses, commissions, equity, benefits, and related employment and business developments.

■ Areas of practice

Executive Compensation,
Employment, ERISA, and Employee
Benefits
Labor & Employment
Business Law

■ Education

Syracuse University College of Law
J.D., 1985
Law Review Editor
Tufts University
B.A., Psychology, 1982

■ Professional Affiliations

American Bar Association
Business Law Section
Labor & Employment Law Section
New York State Bar Association
Business Law Section
Labor & Employment Law Section

■ Bar Admissions

New York

