Cooley

Nyron J. Persaud

Partner

npersaud@cooley.com

+1 212 479 6670

New York
Chicago

Compensation and Benefits
Mergers and Acquisitions
Private Equity
Capital Markets
Corporate Governance and Securities Regulation
Labor and Employment
CooleyREG

Nyron is a Compensation and Benefits partner representing clients on employee benefits and executive compensation-related aspects of complex corporate transactions. In addition, companies of all stages – from emerging companies to large public companies – turn to him for support with designing, negotiating and implementing executive compensation arrangements, including employment, severance and change-in-control agreements, equity-based compensation plans, phantom and cash incentive arrangements, and nonqualified deferred compensation plans. He also assists clients with executive compensation disclosure matters, including in connection with initial public offerings, proxy and other periodic reporting obligations, and transaction-related filings.

Nyron regularly advises public companies – from members of senior management to compensation committees to boards of directors – on structuring executive compensation arrangements, corporate governance, reporting and disclosure implications, regulatory requirements and navigating policies imposed by proxy advisory firms.

Nyron also has extensive experience counseling private equity sponsors, their portfolio companies and management with respect to the compensation and benefits components of acquisitions, add-on transactions and divestitures.

In addition, Nyron provides administrative analysis and support to clients on statutory and regulatory compliance matters with respect to their executive compensation plans and programs. He counsels clients on compliance with provisions of the Internal Revenue Code, including Section 83, Section 409A, Section 457A, Section 162(m) and Section 280G, the Employee Retirement Income Security Act (ERISA) and federal securities laws and regulations.

Nyron is a founding partner of Cooley's Chicago office. Before joining Cooley, Nyron was a partner at Winston & Strawn.

Education

University of Michigan JD, 2007

Cornell University BS, Industrial and Labor Relations, 2004

Admissions & Credentials

New York

Not admitted to practice in Illinois

Rankings & Accolades

Super Lawyers: Rising Star (2013 – present)

The Legal 500 US: Employee Benefits, Executive Compensation and Retirement Plans: Transactional (2018 – 2020, 2023 – 2025)