Cooley

Tom Reicher

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Compensation and Benefits
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Tom Reicher focuses on employee benefit plans, equity compensation plans and executive compensation. Since 1980, he has advised employers with respect to the design and implementation of all types of retirement and deferred compensation plans, including 401(k) plans, ESOPs, defined benefit plans and cash balance pension plans.

In the area of medical and other welfare benefit plans, he has assisted employers with the establishment and administration of self-funded health plans, flexible benefit plans, dependent care plans and a wide range of severance benefit plans.

Tom has assisted both employers and their executives with the design and negotiation of individual compensation arrangements involving both cash and equity components, including various forms of nonqualified deferred compensation plans, incentive compensation plans, change of control and other "golden parachute" agreements and equity compensation plans. He also has extensive experience with the structuring and negotiation of individual employment agreements.

Tom has advised employers and investment managers and advisors with respect to ERISA fiduciary responsibilities in the operation of employee benefit plans and the investment of the assets of those plans. He has also assisted asset managers with the creation of new investment products for employee benefit plans, including obtaining necessary exemptions and advisory opinions from the US Department of Labor.

In addition to his compensation and benefits work, Tom has had extensive experience with litigation involving employee and executive benefits, including disputes over executive employment agreements and executive benefits, welfare benefit plan coverage, retirement benefits, retiree health benefits, severance pay and ERISA pre-emption of various state laws.

He is a co-author of "Reductions in Force" and "Statutory Stock Options," portfolios published by BNA in its Tax Management Portfolio Series and of the "Equity Compensation" chapter in "Advising High-Technology Companies," a treatise published by PLI in its Corporate and Securities Law Library.

Education

Stanford Law School JD, 1976

University of California, Berkeley MA, 1973

Amherst College BA, summa cum laude, Phi Beta Kappa, 1970

Admissions & Credentials

California

Connecticut

Rankings & Accolades

The Best Lawyers in America: Employee Benefits (1989-2013, 2015-2019)

Chambers USA: Employee Benefits and Executive Compensation (2009-2011)

Memberships & Affiliations

American Bar Association (ABA)