

Louise I. Tudor

Partner

Phone: (212) 223-6700
ltudor@zukermangore.com

Practices

- Employee Benefits
- Executive Compensation

Overview

Louise provides employers with practical and efficient solutions across the full spectrum of employee benefits, executive compensation, and employment law needs. Among other things, she drafts and reviews plan documents and amendments for qualified and non-qualified retirement plans. She guides employers and executives alike on executive compensation plans and agreements that align the interests of companies and executives. And she helps businesses navigate both day-to-day employment law issues – discrimination, wage-hour matters, COVID-19 considerations, and more – and the efficient resolution of employment disputes.

Employee Benefits

Louise designs plans and assists clients in establishing, administering, and terminating pension, profit-sharing, 401(k), 403(b), nonqualified deferred compensation, health and welfare, severance, stock option, and other compensation plans and arrangements. She also advises employers on maintaining strict compliance with ERISA and the Internal Revenue Code and regulations, issued thereunder for their employee benefits plans and arrangements, including preparing summary plan descriptions and required notices to employees, and when necessary guides them through annual reporting obligations and audits by the Internal Revenue Service and the U.S. Department of Labor.

For clients involved in change-of-control transactions – corporate mergers, acquisitions, dispositions, financings and restructurings – Louise manages the complex benefits tax and ERISA issues to permit timely and efficient execution and assists clients with post-closing benefits integration and ongoing compliance.

Executive Compensation

Louise drafts and negotiates employment agreements and executive compensation plans and arrangements for both employers and senior executives. In addition, she prepares new and reviews existing executive plans, including nonqualified deferred compensation arrangements, and develops incentive bonuses, supplemental retirement plans, golden parachutes, stock option and equity compensation plans, and other equity- and performance-based arrangements that allow employers to achieve their business and strategic objectives.

Employment law

Louise regularly counsels clients on routine employment law matters – wage-hour issues, workplace discrimination, workplace policies and procedures, data security and privacy, leaves and absences, and staffing and contingent workers – and prepares employee handbooks to reflect workplace policies. Louise also consults on complex litigation issues. In addition, she prepares offer letters and employment agreements for clients' use in hiring new employees and separation and release agreements in connection with employee terminations.

Louise also manages the complex employment law issues in corporate mergers, acquisitions, dispositions, financings, and restructurings, and assists clients with the integration of employees.

Louise frequently assists clients in meeting Worker Adjustment Retraining and Notification (WARN) Act obligations for employers faced with furloughs or downsizing, including in particular as a result of the COVID-19 pandemic, as well as at leading businesses through the complexities of reopening workplaces under DOL, CDC, OSHA, and state and local guidelines and protocols.

Admissions & Education

Education

- Fordham University School of Law, J.D., 1990
- Binghamton University State University of New York, B.A., 1981

Bar and Court Admissions

- New York, 1991