

Shane J. Stroud

Partner

 New York, NY

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Shane J. Stroud chairs Pryor Cashman's Executive Compensation, ERISA + Employee Benefits Practice. His practice focuses on all aspects of employee benefits and executive compensation, including those related to mergers and acquisitions, spin-offs, initial public offerings, private equity, and leveraged buyout transactions.

Shane provides clients with practical and pragmatic advice with respect to benefits and compensation matters. He routinely advises a wide range of clients – public and private companies, private equity funds, and members of management – on excessive compensation, golden parachute, and deferred compensation issues (including Section 409A of the Internal Revenue Code), as well as bankruptcy, securities, corporate governance, and other laws affecting employee benefits and executive compensation.

Additionally, Shane has extensive experience representing both individual executives and employers in the adoption, negotiation, revision, and drafting of executive employment, incentive, and severance agreements. He regularly advises companies on the design and drafting of equity-based and incentive compensation plans and the implementation and design of qualified and non-qualified employee benefit plans (including health and welfare plans, 401k plans, employee stock ownership plans, and supplemental executive retirement plans).

He also counsels clients on ERISA issues, including plan reporting and disclosure, participation, vesting, funding, benefit accrual, fiduciary responsibility, prohibited transactions, plan termination, and merger and employer withdrawal liability issues.

Shane has over 20 years of experience representing companies, private equity funds, and individuals in, among other industries, pharmaceutical, medical supply, life sciences, financial, energy, entertainment, and travel.

Services

- Corporate
- Emerging Companies + Venture Capital
- Executive Compensation, ERISA + Employee Benefits
- Labor + Employment
- SEC + Corporate Governance

Education

- Tulane University Law School (J.D., *magna cum laude*, 2001)
 - Order of the Coif; John Minor Wisdom Award (2001)
- University of New Orleans (B.A., 1998)

Recognition

- Named to the *Best Lawyers in America* list for Employee Benefits (ERISA) Law (2024-26)
- Named to the *Super Lawyers - New York Metro* list for Employee Benefits (2023-25)

Community

- American Bar Association
- New York City Bar Association (NYCBA)
- Member, NYCBA Employee Benefits and Executive Compensation (EBEC) Committee
- Founding advisory board member, Predistribution Initiative

Admissions

- New York

Clerkships

- Hon. Morey L. Sear, U.S. District Court for the Eastern District of Louisiana, assisted with his duties as a member of the prestigious Judicial Panel on Multidistrict Litigation (2001-2002)

Publications

February 12, 2026

New York State Secure Choice Savings Program Deadlines Are Coming

May 5, 2021

COVID-19 Paid Leave Tax Credits – An Update

April 6, 2020

Coronavirus Relief Bill (CARES Act) Passes Into Law