



Thomas Senter

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Areas of Focus

Practice Areas

- Employee Benefits, Executive Compensation & ERISA
- Higher Education
- Tax
- Business Tax Planning
- Transactional Tax Issues
- Estate Planning, Counseling, Administration & Litigation
- Beneficiary Counseling
- Business Succession Planning
- Estate Planning
- Estate Planning for Blended Families
- Pet Trusts
- Probate and Trust & Estate Administration
- Healthcare
- Healthcare Private Equity
- Healthcare Regulatory & Compliance
- Healthcare Transactions
- Employment

- Employment Contracts & Separation Agreements
- Employment Counseling
- Employment Handbooks & Policies

Credentials

Bar Admissions

- New York (1980)
- New Jersey (1982)
- U.S. District Court, Southern and Eastern Districts of New York (1980)
- U.S. Tax Court (1980)
- U.S. District Court, District of New Jersey (1982)

Education

- New York University School of Law, LL.M., *in Taxation*, 1982
- St. John's University School of Law, J.D., 1979
- Wharton School of the University of Pennsylvania, B.S., *cum laude*, 1975

Insights & More

Client Alerts

[An Overview of New Jersey's New Pay Transparency Legislation for Employers](#)
12.04.24

[Federal District Court in Texas Blocks FTC Non-Compete Final Rule](#)
8.22.24

[An Update for Employers on the FTC's Final Rule Banning Non-Compete Clauses](#)
8.12.24

[An Overview of the Federal Trade Commission's Final Rule Banning Non-Compete Clauses](#)
4.23.24

[FTC Proposes Ban on Non-Compete Agreements](#)
1.10.23

[U.S. Supreme Court Halts Enforcement of OSHA Vaccine Mandate for Private Employers](#)
1.17.22

[Multiple Appeals Leave Lingering Uncertainty for Employers After Federal Appeals Court Lifts Stay of OSHA Emergency COVID Vaccine Mandate](#)
12.27.21

[Federal Court Puts OSHA's Emergency COVID Vaccination Mandates on Hold, But Private Employers Must Still Consider Next Steps](#)
11.22.21

[NJ Governor Murphy Signs Executive Order 192 in Response to Latest Spike in COVID-19 Cases: New Protective Workplace Requirements for Employers Are Effective November 5](#)
11.01.20

Title II of the CARES Act: Assistance for American Workers, Families and Businesses

3.29.20

Press Releases

Thirty-Five Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2025 Edition of New Jersey Super Lawyers

3.19.25

2025 Edition of Best Lawyers Recognizes 56 Attorneys in 39 Practice Areas: Ten Greenbaum Lawyers Recognized on "Ones to Watch" List; Three Selected for "Lawyer of the Year" Recognition

8.14.24

Thirty-Four Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2024 Edition of New Jersey Super Lawyers

3.25.24

2024 Edition of Best Lawyers Recognizes 59 Attorneys in 38 Practice Areas: Twelve Greenbaum Lawyers Recognized on "Ones to Watch" List; Five Selected for "Lawyer of the Year" Recognition

8.16.23

2023 Edition of Best Lawyers Recognizes 51 Attorneys in 36 Practice Areas: Nine Greenbaum Lawyers Recognized on "Ones to Watch" List; Seven Selected for "Lawyer of the Year" Recognition

8.17.22

Published Articles

Pros and cons: Can an alternative health plan cut your costs?

12.01.24

Home Rules

1.16.22

Seminars & Events

Employee Handbooks in 2022: What the Pandemic Has Taught Us

3.02.22

Covid and Testing and Mandates, Oh My! - A 2022 Update on the Biden Administration's Actions, Court Challenges, and Employer Best Practices

2.09.22

Hot Topics in Group Health Plan Administration

6.07.21

Executive Compensation in the Healthcare Industry: Managing the Process Against the Backdrop of a Pandemic

11.16.20

COVID-19 and Your Business: A Close-up Look at FFCRA Compliance, Employee Benefits and Avoiding Potential Litigation

6.22.20

Title II of the CARES Act: Assistance for American Businesses and Families

5.21.20