



Thomas Senter

Partner

Co-Chair, Employment Law Department

 Iselin

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- Strategic advisor to middle market employers, senior executives, board members and other clients in the areas of employee benefits, executive compensation, ERISA, taxation and employment law
- Deep technical experience in the administration, qualification, negotiation, and drafting of retirement plans, health and welfare plans, compensation arrangements, employment and separation agreements, and other critical documents
- Provides technical advice related to IRC Sections 409A, 280G, and 83, as well as ACA, FMLA, HIPAA, and COBRA compliance, including representation in corrective actions before the IRS, DOL, PBGC and state agencies.

Tom brings broad-based expertise to his representation of clients in the related areas of employee benefits, executive compensation, ERISA, taxation and employment law. He provides sophisticated counsel to middle market publicly and privately held business owners and employers, senior and C-suite executives, Boards of Directors and Board Committees. He also works closely with finance and human resources executives and external professional advisors and is often engaged by high-level business executives to advise on their personal legal requirements.

Tom provides expertise in the negotiation, structuring and drafting of executive employment and separation agreements. He is deeply experienced in equity and incentive non-equity based qualified and non-qualified retirement and compensation plans, ERISA Title I fiduciary issues, stock option and deferred compensation

arrangements, plan distribution, qualification and administration issues, Qualified Domestic Relations Orders (QDROs), and employee health and welfare plans. His practice also includes the drafting of employee handbooks and other employment-related policies.

He advises clients on compliance with Sections 83, 409A and 280G of the Internal Revenue Code, the Affordable Care Act, HIPAA, and COBRA, and represents clients in negotiations related to benefit issues and corrective actions with the Internal Revenue Services, the U.S. Department of Labor, and the Pension Benefit Guaranty Corporation.

Tom also works closely with other attorneys in the firm on business transactions and sophisticated estate planning matters.

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

Announcements

36 Greenbaum Attorneys Selected for Inclusion in 2026 Edition of New Jersey Super Lawyers
3.20.26

2026 Edition of Best Lawyers Recognizes 54 Attorneys in 41 Practice Areas: Eight Greenbaum Lawyers
Recognized on "Ones to Watch" List
8.21.25

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

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](#)

1.18.22

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

12.28.21

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

11.23.21

[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](#)

11.02.20

[Title II of the CARES Act: Assistance for American Workers, Families and Businesses](#)

3.30.20

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