



Ilya "Ian" Minkin

Partner
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Ian focuses on executive compensation and employee benefit plans, including tax aspects, such as ERISA and Internal Revenue Code Sections 401(k), 409A and 280G. Notably, his practice delves into the design and implementation/administration of compensation plans and arrangements, including deferred compensation plans, stock and equity-based incentive plans, executive employment agreements, and change in control arrangements. Ian also regularly advises clients in connection with mergers, acquisitions, divestitures, and other changes in capital structure with respect to employee benefit plans, golden parachutes, executive/equity awards and other employee compensation/transition issues.

Clients appreciate Ian's counsel on general employee benefits matters, including qualified and non-qualified retirement plans, Code Section 409A, welfare plans, and other employee benefit programs. He further advises on the reporting and disclosure requirements of the Internal Revenue Code and ERISA and complying with the duties and responsibilities under ERISA. Ian's distinctive ability to connect with clients means he can foresee their needs and concerns, thus enabling him to better serve them.

Services

- Tax Planning
- Compensation & Benefits
- Executive Compensation

Education

- Boston University School of Law (J.D. and LL.M.)
 - Taxation
- University of Southern California (B.S.)
 - Mathematics

Bar Admissions

- California
- Illinois

- Indiana

Languages

- French
- Russian