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Jeff Penn is an executive compensation and employee benefits attorney, enthusiastic about helping employers navigate tax and regulatory environments. Prior to coming to Boutwell Fay, Jeff was an associate in the executive compensation and employee benefits practice groups of two international, New York-based corporate law firms. Jeff has advised public and private companies, private equity and venture capital funds, joint ventures and partnerships with respect to structuring, negotiating and navigating complex regulatory and compliance aspects of cash and equity compensation programs for employees at all levels, separation and retention arrangements, profit-sharing, welfare benefit and severance arrangements, frequently though not exclusively in transactional contexts, including mergers and acquisitions, leveraged buyouts, take-privates, sales, spin-offs, initial public offerings and other deals. With more than a decade of legal practice, Jeff has developed a reputation for his even temperament and cool-headedness in negotiating employment-related contracts, preserving goodwill and collaboration amongst parties, and providing attentive and passionate counsel. Jeff is proud to be a member of the Board of Trustees of Friends Seminary, a K-12 independent school in New York, New York.