



Shawn Chowdhury

He | Him | His
Associate

New York

P: 212.784.5834

schowdhury@barclaydamon.com

Education

- University of Pittsburgh School of Law, *Pittsburgh Tax Review*, Associate Editor, JD
- St. John's University, *Cum Laude*, MS
- St. John's University, *Cum Laude*, BS

Practices & Industries

- Employee Benefits
- Labor & Employment

Admitted to Practice

- New York
- Connecticut

Court Admissions

- US District Court for the Southern District of New York
- US District Court for the Eastern District of New York
- New York US District Court for the Northern District of New York

Biography

Shawn focuses his labor and employment practice on employee benefits and employer-side litigation, addressing wage and hour disputes, discrimination claims, and compliance with FLSA, EEOC, Internal Revenue Code, and ERISA regulations. He provides strategic counsel to employers and ERISA plan fiduciaries, guiding them through the design, documentation, and administration of qualified retirement plans, health and welfare benefit plans, and nonqualified deferred compensation arrangements. Shawn combines his litigation and advisory experience to deliver comprehensive support, helping employers navigate the complexities of both employee benefits and broader labor and employment legal challenges.

Shawn's experience also includes advising employers on compliance with a wide range of employment laws, including complex cross-border labor and employment issues. Before joining Barclay Damon, Shawn developed his practice at Big 4 firms Ernst & Young and KPMG, advising multinational clients on global compensation strategy, executive compensation benchmarking, and cross-border labor matters. His diverse background equips him to address the multifaceted challenges that employers face in today's legal landscape.

Bar Associations

- New York City Bar Association, Employee Benefits and Executive Compensation Committee; Labor & Employment Law Committee; New Lawyers Council
- New York State Bar Association

Selected Memberships & Affiliations

- Asian American Legal Defense and Education Fund, Member

Representative Experience

- Helped advise a large multinational health care company on the treatment of a foreign pension plan for key US executives by working with multiple teams across business lines and countries to outline how the plan would be treated in the US under the Internal Revenue Code and the relevant tax treaty.
- Contributed to a client moving forward as part of a time-sensitive \$1.8 billion transaction by providing support regarding Section 280G golden parachute rules in anticipation of the change in control.
- Fueled continuous quality improvement by helping benchmark and vet equity and base compensation strategies for executives and general populations.
- Advised clients on a wide range of executive compensation tax matters, including Section 280G golden parachute rules and mitigation strategies, Section 409A non-qualified deferred compensation, Section 402(b) US taxation of foreign pension plans, and Section 132 fringe benefits.
- Provided detailed analysis on the income tax characterization of the proceeds of the sale of common and preferred stock in secondary purchases and tender offers for multiple public and private corporations.
- Provided proxy support for a large multinational aerospace and defense conglomerate, including a comprehensive review to account for the newly adopted SEC pay versus performance disclosure rules.

Prior Experience

- Ernst & Young LLP, Senior
- KPMG LLP, Associate
- CollabPlug, Associate
- Morgan, Lewis & Bockius LLP, Law Clerk

Selected Alerts & Blog Posts

- ERISA Forfeiture Lawsuits: Navigating the Emerging Legal Landscape
- New York State Fiscal Year 2025 Budget: Implications for Employers Unpacked
- New York State Minimum Wage Increases Are Here: Are You Compliant?