

Milbank

## James Beebe

Partner

— VCARD

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James Beebe is a partner in the New York office of Milbank LLP and a member of the firm's Executive Compensation and Employee Benefits Group.

### Primary Focus & Experience

James counsels public and privately held companies, financial institutions, corporate executives, and creditors committees on a broad array of executive compensation and employee benefit matters.

He has experience designing, implementing, operating and terminating various compensation and benefit arrangements, including employment and separation agreements; retention, severance, and change-in-control plans; cash and equity-based incentive programs; and nonqualified deferred compensation plans. He also advises clients on SEC disclosure requirements and tax rules, including Internal Revenue Code Sections 409A, 280G and 162(m). James frequently represents both companies and executives in the negotiation of senior executive employment and compensation arrangements.

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### ADDITIONAL DETAILS

#### EDUCATION

Seattle University School of Law, J.D.

New York University School of Law, LL.M.

University of Washington, B.A.

#### ADMISSIONS

New York

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### EXPERIENCE

Executive Compensation and Employee Benefits

Tax

United States

## FEATURED NEWS

Milbank Advises United States Steel Corporation in Its \$14 Billion Acquisition by Nippon Steel Corporation

Milbank Advises Veritas and Veritas-Backed Guidehouse in \$5.3B Acquisition of Guidehouse by Bain Capital Private Equity

Milbank Advises South Street Securities Holdings on Acquisition of GX2 Systems

Milbank Advises Veritas Capital in Consortium Acquisition of Syneos for \$7.1B

Milbank Advises Veritas Capital-backed Houghton Mifflin Harcourt on Acquisition of NWEA