

**ROBERT NEWMAN**

Partner

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Covington & Burling LLP  
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**PRACTICES**

- Employee Benefits & Executive Compensation

- Corporate Acquisitions, Divestitures & Finance
- Employee Benefits
- ERISA & Employee Benefits Litigation
- Executive & Equity Compensation
- Government Relations
- Plan Investments & Fiduciary Issues

**EDUCATION**

- New York University School of Law, J.D., 1996

- *magna cum laude*
- Order of the Coif

- Brown University, B.A., 1992

- *magna cum laude*

**JUDICIAL CLERKSHIP**

- Hon. Alan C. Kay, U.S. District Court, District of Hawaii

**BAR ADMISSIONS**

- District of Columbia
- New York

Robert Newman is a partner in the firm's employee benefits and executive compensation practice group. He represents clients ranging from small employers to some of the nation's largest employers, including for-profit and tax-exempt entities.

His practice includes:

- designing, drafting, and amending a wide range of retirement plans (including 401(k) plans, ESOPs, and traditional and hybrid defined benefit plans) and welfare plans (including health, severance, and cafeteria plans);
- creating executive compensation arrangements including nonqualified deferred compensation plans, stock option plans, and other incentive plans;
- representing clients before the IRS and the Department of Labor;
- assisting clients with legislative initiatives;
- providing benefits expertise in corporate transactions and ERISA litigation;
- counseling clients with respect to pension fund investments in private equity funds and hedge funds; and
- negotiating and writing employment agreements.

**REPRESENTATIVE MATTERS**

- Testified at hearing before the ERISA Advisory Council on "[Private Sector Pension De-risking and Participant Protections.](#)"
- Served as ERISA counsel to Verizon Communications Inc. on its transfer of \$7.5 billion in pension liabilities to The Prudential Insurance Company of America.
- Designing and drafting a pension plan document converting a client's traditional defined benefit plan to a cash balance pension plan.
- Testifying before the IRS on behalf of the ERISA Industry Committee on proposed anti-backloading regulations.
- Drafting comprehensive amendments to nonqualified deferred compensation arrangements for two of the nation's largest employers to comply with section 409A of the Internal Revenue Code.

**HONORS AND RANKINGS**

- *Legal 500 US*, Labor & Employment - ERISA Litigation and Employee Benefits and Executive Compensation (2013)
- *Washington DC Super Lawyer*, Employee Benefits/ERISA (2013)
- Recipient of the 2012 "[Burton Award for Legal Achievement.](#)"

**PUBLICATIONS AND SPEECHES**

- "[The Threat from Within: Theft of Business Critical Information by Company Insiders.](#)" (March 2013), Co-Author
- "[Private Sector's Role In White House Trade Secrets Plan.](#)" *Law360* (2/21/2013), Co-Author
- "[Sixth Circuit Holds Severance Pay for Layoffs Not Subject to FICA Taxes.](#)" *Covington E-Alert* (9/7/2012), Co-Author

[More Publications and Speeches](#)



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INSIDECOMPENSATION