



Ameena Y. Majid

Partner

Chicago

Direct: (312) 460-5297

Fax: (312) 460-7297

amajid@seyfarth.com | [vCard](#)

Biography

Practices & Sectors

Employee Benefits & Executive Compensation

Equity & Executive
Compensation

Retirement Plans

Impact Investment

Government
Relations and Policy

Ms. Majid is a partner practicing in executive compensation and employee benefits. She is a relationship partner for clients across industry sectors, including major public companies and large private employers in the aerospace, energy, health insurance, healthcare IT, and manufacturing industries, advising on strategic and operational executive compensation and employee benefit matters as a day-to-day business advisor.

Ms. Majid's executive compensation experience includes advising on the design and implementation of executive and equity compensation and programs, such as deferred compensation plans, SERPs and restricted stock, and stock option programs, including providing advice on the tax, accounting, and securities law implications of such programs. She is experienced in structuring, negotiating and preparing employment, severance, and change in control agreements and in counseling employers on the associated tax issues relating to an executive's departure from employment.

Ms. Majid also advises on fiduciary governance matters, including the establishment or modification of a fiduciary governance structure and counseling investment committees on fiduciary governance and investment oversight of more than \$5.5 billion in pension assets.

Ms. Majid is experienced in advising companies on all aspects of retirement plan design, implementation, and compliance. For example, Ms. Majid assists companies in analyzing legal implications to plan design alternatives, advises companies in transitioning service providers, and addresses day to day operational and compliance questions. She has led a five-attorney team in the management of a two-year transition of pension administration between third-party administrators, covering over 30 pension plans with more than \$25 billion in assets. She is experienced in complex plan mergers and cash balance plans as well as advising companies when moving from a pension plan environment to a savings plan environment. In addition, Ms. Majid has advised on ERISA litigation matters involving alleged violations of ERISA's anti-cutback rule, breaches of fiduciary duties and other issues.

Ms. Majid also strategizes and collaborates with clients as a team leader to navigate areas that intersect with executive compensation and employee benefits to help achieve their business objectives—including assisting with non-compete/restrictive covenants, retention issues, government agency investigations, HR and employment issues and corporate compliance.

Leveraging her experience as a business advisor to company management and corporate boards, Ms. Majid is an advisor to an early-stage for-profit B corporation in the fashion industry and a director of Stop the Traffik USA, a non-profit affiliate of an international NGO dedicated to

using and scaling technology to disrupt human trafficking (aka modern slavery). Ms. Majid also speaks on panels and at events addressing the changing landscape of responding to human trafficking.

In her pro bono work, she has formed not-for-profit entities and obtained the entities' 501(c)(3) tax-exempt status with the IRS, has assisted undocumented individuals with obtaining a U-Visa when they have been a victim of a crime, and has advised and converted a social enterprise to a Delaware Public Benefit Corporation (known as "B corps").

Education

- J.D., Loyola University, Chicago, School of Law (1998)
- B.A., University of Iowa (1994)

Admissions

- Illinois

Affiliations

- Able Made LLC, Advisory Board Member
- Human Trafficking Committee, Chicago Bar Association
- Impact Engine, Angel Network Member
- Seyfarth Shaw Charitable Foundation, Board Director
- Society of Corporate Compliance and Ethics, Member
- Stop the Traffik USA, Board Director

Presentations

- Co-Presenter, "Human Trafficking: How Business, Law Enforcement, NGOs and Government Can Help End Modern Slavery," Combating Human Trafficking: Using Tech to Combat Modern-day Slavery Panel, hosted by UN Women Chicago, PyLadies, the CBA's Human Trafficking Committee and the Alliance for Women (February 27, 2019)

Publications

- Co-Author, "Setting the Stage – Myths and Misunderstandings of Modern Slavery and Business," *Employment Law Lookout*, Seyfarth Shaw LLP (May 16, 2019)
- Co-Author, "The New Transparency: Using Collaboration and Technology to Help Address Modern Slavery," *Future Enterprise*, Seyfarth Shaw LLP (July 23, 2018)
- Author, "Impact Investing and 401(k) Plans: A Friendship in the Making?," *Future Employer*, Seyfarth Shaw LLP (May 15, 2018)
- Co-Author, "Senate and House Reconcile their Versions of Tax Reform," *Tax Reform Management Alert Series*, Seyfarth Shaw LLP (December 21, 2017)
- Co-Author, "Tax Reform Passes the Next Hurdle -- The Senate," *Tax Reform Management Alert Series*, Seyfarth Shaw LLP (December 8, 2017)

- Co-Author, "Tax Reform: Employee Benefits," *Tax Reform Management Alert Series*, Seyfarth Shaw LLP (November 21, 2017)
- Co-Author, "Executive Compensation Updates: NYSE AND NASDAQ Propose Independence Standards for Compensation Committees and Consultants and ISS 2013 Proxy Guidelines," *Management Alert*, Seyfarth Shaw LLP (January 7, 2013)

Accolades

- Chicago's Rising Stars (Top 40 Under 40 Lawyers), *The National Law Journal* (2013)
- Top 20 Most Powerful and Influential Women of Illinois Award, National Diversity Council (2012)