

## Jeffrey T. Gray

MEMBER

Grand Rapids

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Jeff Gray represents public and private employers in employee benefits and executive compensation matters.

Jeff counsels employers with respect to designing and administering qualified and non-qualified retirement plans, creating deferred compensation and bonus plans, negotiating executive employment and severance agreements, defending agency audits, developing and implementing strategies for employee benefit plans in mergers and acquisitions, including ESOP transactions, and resolving disputes between benefit plans and their participants.

As a former in-house counsel for one of the world's largest direct selling companies, Jeff sees legal issues from the client's perspective. To be effective, he firmly believes attorneys must be good business partners.

Jeff is admitted to practice in Michigan. He is a former chair of the Labor and Employment Section of the Grand Rapids Bar Association and is a member of the American Bar Association.

From 2003-2005 Jeff served as law clerk to the Honorable Lawrence P. Zatkoff, Chief Judge, United

### Practice Areas

- [Employee Benefits and Executive Compensation](#)
- [Business and Corporate](#)

### Education

- J.D., Michigan State University College of Law, 2003, *summa cum laude*
- B.A., Calvin College, 1999

### Bar Admissions

- Michigan

### Clerkship

- Honorable Lawrence P. Zatkoff, Chief Judge, United States District Court for the Eastern District of Michigan, 2003-2005

### Professional Affiliations

- American Bar Association
- State Bar of Michigan
- Grand Rapids Bar Association

States District Court for the Eastern District of Michigan.

Jeff graduated from Michigan State University College of Law, *summa cum laude*, in 2003. He graduated from Calvin College in 1999

