



Ellie Kang

PARTNER

With a wide-ranging employment and compensation practice, Ellie has substantial experience helping private equity investors and their portfolio companies, venture capital investors and emerging companies, as well as public companies, investment managers, boards of directors and management teams, on the design and implementation of complex executive compensation and employee benefits programs, including advising on ERISA matters.

CONTACT

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Overview

Ellie focuses her practice on all aspects of executive compensation and employee benefit matters arising in mergers and acquisitions. She has considerable experience with executive compensation and employee benefit due diligence; negotiation of benefit and compensation-related representations, warranties, covenants and other related provisions in transaction agreements; treatment of outstanding equity compensation awards; 280G “golden parachute” analysis and related shareholder approval documentation; and post-closing integration and design of employee benefit and compensation programs.

In addition to her transactional work, Ellie regularly advises clients on the design and implementation of various executive compensation arrangements, including employment, severance, change of control and retention agreements, as well as equity-based incentive awards, such as stock options, restricted shares, phantom stock, appreciation rights and profits interests.

She also has experience with ERISA and employee benefit matters arising in financing arrangements representing both lenders and borrowers; public company executive compensation disclosure matters; 409A and 457A non-qualified deferred compensation design and compliance; and retirement and welfare benefit plan design and compliance.

Ellie regularly advises investment managers, fund sponsors, retirement plan investors and other financial market participants on ERISA matters, including with regard to advice regarding fiduciary duties, prohibited transaction rules, and ESG and proxy voting considerations.

Ellie is fluent in Korean and conversant in French.

Featured Work

[Bradshaw Home, a portfolio company of ONCAP, in its sale to Arbor Investments](#)

[Ovuline \(now Ovia Health Inc.\), a digital health company focused on maternity and family benefits for employers and health plans, in its sale to Labcorp, a leading global life sciences company](#)

[The Valens Company, a leading manufacturer of cannabis products, in its US\\$60 million acquisition of Green Roads of Florida, LLC](#)

[the founders of Made4Net, a New Jersey-based provider of Warehouse Management Systems and end-to-end supply chain execution software, and its foreign subsidiaries in the sale of all of their shares to Thompson Street Capital Partners V, L.P.](#)

[Entegris, a leader in specialty chemicals and advanced materials solutions for the microelectronics industry, in its US\\$36 million acquisition of Global Measurement Technologies and its manufacturing partner Clean Room Plastics, Inc.](#)

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The FTC's non-compete ban faces two noteworthy challenges. We share what companies should know and how to prepare.

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News

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Professional Involvement

Ellie has authored numerous articles on current topics related to fiduciary duties, ERISA and employee benefits.

Ellie is a member of the Section of Taxation, American Bar Association and the National Asian Pacific American Bar Association.

Education and Bar Admissions

Education

LLM, 2011

JD, 2009

Georgetown University Law Center

Benjamin N. Cardozo School of Law

Bar Admissions

New York, 2010