



## Randall A. Constantine

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### Areas of Practice

Employee Benefits, Executive Compensation and ERISA Litigation | Labor and Employment Practice | Litigation/Trial Practice | Arbitration | Class Action Litigation | Mediation | Tax Law

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Randall A. Constantine is a Partner in the Executive Compensation and Employee Benefits Practice of Smith, Gambrell & Russell, LLP.

Mr. Constantine specializes in litigation, litigation avoidance and executive compensation. He has extensive experience in employee benefits litigation involving:

- Single and multiemployer pension and welfare plans;
- Nonqualified plans; and
- A wide array of fiduciary, administrative and benefits issues.

Mr. Constantine has represented clients before most of the Circuit Courts of Appeal and the U.S. Supreme Court and has been lead counsel in employee benefits litigation throughout the United States. In the executive compensation area, Mr. Constantine represents both companies and senior management. He is currently counsel to CEOs at a number of major league sports franchises and also represents senior management in a variety of other industries.

Mr. Constantine is recognized by Chambers USA: America's Leading Lawyers for Business for his work in Employee Benefits & Executive Compensation in Georgia. His peers have recognized him on the Georgia Super Lawyers list in the Employee Benefits/ERISA practice areas. Additionally, Mr. Constantine has been recognized by The Best Lawyers in America® in Employee Benefits (ERISA) Law; Employment Law – Management; Labor Law – Management; Litigation – ERISA; Litigation – Labor and Employment.

### Admissions

Georgia

## Recognitions

Martindale-Hubbell® AV Preeminent Rated

Chambers USA - Employee Benefits & Executive Compensation, Georgia (2021-2025)

Georgia Super Lawyers, Employee Benefits/ERISA

The Best Lawyers in America®, Atlanta, Employee Benefits (ERISA) Law (2022-2026); Employment Law – Management; Labor Law – Management; Litigation – ERISA; Litigation – Labor and Employment (2021-2026)

Best Lawyers® - Atlanta "Lawyer of the Year" Labor Law – Management (2022); Litigation – ERISA (2021); Employee Benefits (ERISA) Law (2023)