Executive Compensation and Employee Benefits in Corporate Transactions

Employee benefit and executive compensation packages trigger complex concerns during mergers, acquisitions, initial public offerings, bankruptcy, reorganizations and other corporate milestones. Katten's steady flow of deal activity informs the creative and practical solutions we develop for employers in the context of M&A transactions, strategic planning and day-to-day plan operations.

Counsel grounded in market realities

Corporations, boards of directors, compensation committees, private equity firms, management teams and individual executives rely on Katten's strategic guidance to keep plans competitive and compliant. We understand the differing needs and goals of tax-exempt and for-profit organizations — from Fortune 500 companies to middle market businesses, closely held corporations and partnerships. Our extensive experience in virtually every sector, including healthcare, financial services and manufacturing, helps keep clients in front of best practices and industry trends.

We draft, design and negotiate the full range of employment, compensation and benefit arrangements, whether in connection with corporate transactions or long after the deal has closed. Our varied experience helps us bring tailored solutions and practical business sense to bear on your concerns with:

- Cash and equity incentives
- Change-in-control and golden parachute agreements
- Corporate governance and public company reporting, including compensation discussion and analysis for proxy statements
- Deferred compensation arrangements
- Employee stock ownership plans
- Employment, separation and retention agreements
- Health and welfare plans

Key Contacts



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- Partnership profits interests
- Pension and retirement plans.

360-degree compliance solutions

Katten's nationally recognized Executive Compensation and Employee Benefits practice coordinates with colleagues in M&A, private equity, financial services, real estate, and restructuring. We provide an integrated, big-picture approach and pragmatic solutions to the areas where benefits and compensation plans overlap with tax and securities regulations, estate planning, and shareholder concerns. Together, we provide proficient, creative advice and planning consistent with our clients' business plans and fiscal goals.

Recognitions

Recognized or listed in the following:

- *Best Law Firms*
  - Employee Benefits (ERISA) Law
    - National, 2012–2027
    - Chicago, 2011–2025
    - New York, 2022–2027