



Neal K. Patel

Associate

Employee Benefits and Executive Compensation

Chicago Office | +1.312.902.5644

neal.patel@katten.com

Neal Patel advises clients on executive compensation and employee benefits matters related to mergers, acquisitions and other ongoing compensation-related transactions and needs, including compliance with Internal Revenue Code Section 409A and requirements related to Section 280G golden parachute payments. He also assists clients with the design and implementation of equity-based incentive plans and awards, profits interest grants in partnership and LLC arrangements, and executive and nonexecutive employment, severance, retention and change-in-control programs and agreements.

Neal also advises clients regarding Securities and Exchange Commission rules governing compensation and benefits-related disclosures, as well as compliance with applicable rules under the New York Stock Exchange and Nasdaq listing standards.

Commitment to client service

Prior to Katten, Neal extensively studied employee benefits and executive compensation through Georgetown Law in order to expose himself to the fundamentals of this practice area. He attributes his strong legal writing skills from his time as the managing editor of notes for the *Georgetown Journal of Legal Ethics*.

News

- Katten Represents Highlander Partners in Acquisition of Tapatio (January 23, 2026)
- Katten Advises Niteo Products, LLC on Pair of Acquisitions (December 12, 2025)
- Katten Recognized at 7th Annual USA and Global M&A Atlas Awards (December 11, 2025)

Practices

- Employee Benefits and Executive Compensation
- Executive Compensation and Employee Benefits in Corporate Transactions
- Health Care Services Private Equity
- Mergers and Acquisitions
- Private Equity

Industries

- Sports and Sports Facilities

Education

- JD, Georgetown University Law Center
- BS, Emory University

Bar Admissions

- New York
- Illinois

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- Katten Team Represents Due North in Sale to AeriTek (September 11, 2025)
- Katten Represents Deerfield Management in Sale of Melinta Therapeutics (September 8, 2025)
- Katten Represents Airtron in Acquisition of Viccarone (May 15, 2025)
- Katten Represents Airtron in Acquisition of Tucson Peach (May 14, 2025)
- Katten Counsels Maxwell Street Capital Partners in Port Jersey Logistics Investment (April 4, 2025)
- Katten Represents HITRUST in Securing Growth Investment From Brighton Park (March 19, 2025)
- Katten Represents Deerfield Management in Take-Private Acquisition of Singular Genomics Systems, Inc. (March 7, 2025)
- Katten Represents Supreme Group in Acquisition of Kadiko (March 6, 2025)
- Katten Team Represents Moser Holdings, LLC in Agreement to Sell Subsidiary to Atlas Energy Solutions Inc. (January 28, 2025)
- Katten Advises Highlander Partners in The Ergo Baby Carrier Purchase (January 2, 2025)
- Katten Represents Highlander Partners in McIntosh Group Sale to Bose Corporation (November 22, 2024)
- Katten Represents Pfingsten Partners in Sale of RapidAir to Gryphon Investors (October 23, 2024)
- Katten Represents TraceGains in Acquisition by Veralto (October 10, 2024)
- Katten Represents Buyers Acquiring Controlling Ownership Interest in Dallas Mavericks (January 4, 2024)
- Katten Represents Highlander Partners in Benestar Brands Merger With Palmex (December 18, 2023)
- Katten Represents Shorehill in Sale of Power Grid Components to Blackstone (December 14, 2023)
- Katten Represents Buyer Group in Majority Stake Purchase of Charlotte Hornets (September 6, 2023)

Publications

- *ESG Guidepost* | Issue 21 (January 2025)

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- Reminder for Public Companies Granting Stock Options and Stock Appreciation Rights: Don't Forget New Item 402(x) Disclosure (January 21, 2025)
- See Katten's Model Clawback Policy as Mandatory Rules Take Effect (October 2, 2023)
- SEC Clarifies 'Pay versus Performance' Disclosure Rules (March 10, 2023)
- Capital Markets Update in Brief (February 15, 2023)
- *Capital Markets Compass* | Issue 5 (February 15, 2023)