

Meredith Sheldon O'Leary

Partner

Employee Benefits and Executive Compensation

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Clients rely on Meredith Sheldon O'Leary to ensure their executive leadership compensation strategies are effective and tax-efficient, particularly when navigating mergers, acquisitions, divestitures, joint ventures, reorganizations and other corporate transactions. She partners with management groups and both public and private companies to design and implement employment, equity, incentive and deferred compensation programs that help achieve business objectives while meeting tax, securities and other regulatory requirements. Meredith's approach to client service is grounded in extensive experience with equity and equity-based compensation, short- and long-term incentive programs, non-qualified deferred compensation arrangements, change in control programs, and retention and severance packages.

People-first compensation strategies with a personable touch

Meredith represents financial institutions, private equity funds, hedge funds, pension funds and large multinational entities across a variety of industries. In doing so, she advises on implementing and transitioning executive compensation arrangements as well as employee benefits such as retirement, health and welfare programs, ensuring practical and comprehensive solutions throughout every phase of a corporate transaction.

Meredith is also one of Katten's sports attorneys who, together, work across all areas of law to deliver strategic, end-to-end legal solutions tailored to the demands of business in the sports industry.

Before joining Katten, Meredith spent more than 20 years at several prominent international law firms addressing high-level compensation matters in significant corporate transactions, earning her recognition by The Legal 500 United States for her capabilities in the field.

Representative Experience

Financial Services

Practices

- Executive Compensation and Employee Benefits in Corporate Transactions
- Employee Benefits and Executive Compensation
- Health and Welfare and Fringe Benefit Plan Compliance, Administration and Funding
- Capital Markets
- Corporate
- Mergers and Acquisitions
- Private Equity
- Retirement Plan Governance, Investment and Asset Management
- Transactional Tax Planning
- Public Company Advisory

Education

- JD, Cornell Law School, *cum laude*
- BA, University of Pennsylvania, *magna cum laude*

Bar Admissions

- District of Columbia
- New York
- Florida

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- Advised a global provider of digital commerce solutions on the sale of its digital banking business to an investment firm for $2.45 billion.*
- Advised a company that manages exchange-traded funds on the sale of its fund lineup to an entity sponsored by an investment management firm and an asset management company.*

Energy and Manufacturing

- Advised an acquisition corporation on its $925 million SPAC merger with a nuclear technology company.*
- Advised a natural gas compression company on its $854 million acquisition of another provider of compression services.*
- Advised an investment firm on its $620 million acquisition of a company's engineered papers business.*
- Advised a specialized contracting services company on its acquisition of a provider of industrial solutions.*
- Advised a liquefied natural gas company on an equity investment transaction from an energy investment firm to fund the development of its LNG export facility*
- Advised a medical technology company on its acquisition of an aviation company.*
- Advised a wholly-owned subsidiary of a climate innovator company on the offer and sale of $700 million in senior notes.*
- Advised an aluminum products manufacturer on the offer and sale of $350 million in senior secured notes.*

Media, Technology and Venture Capital

- Advised a technology and gaming company on its $250 million acquisition by a metaverse entertainment company.*
- Advised a technology company on its acquisition of a digital magazine newsstand.*
- Advised a sports and entertainment group on a strategic partnership with a private equity firm.*

Government Services

- Advised a management and technology consulting firm on its acquisition of a government services portfolio company of a private investment firm.*
- Advised a private equity firm and a telecommunications company on the acquisition of a technology solutions provider and the subsequent formation of a new company.*

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*Experience prior to Katten

Recognitions

Recognized or listed in the following:

- *The Legal 500 United States*
  - Recommended Attorney, 2017-2018

News

- Katten Advises Accelerate Infrastructure Opportunities on $450 Million Infrastructure ABS (September 28, 2026)
- Katten Advises Perdoceo Education Corporation on Definitive Agreement to Acquire South University (September 18, 2026)
- Highlander Partners' Acquisition of Tapatio Named 'Food/Beverage Breakthrough Deal of the Year' by *The Los Angeles Business Journal* (September 16, 2026)
- Katten Advises Keypath Education on the Sale of Its North American Operations to Risepoint (August 21, 2026)
- Katten Advises Authentic Brands Group in Connection With Its Acquisition of the Care Bears Brand (August 20, 2026)
- Katten Advises Trinity Hunt Partners' Portfolio Company IMS Legal Strategies on Sale to Uplift Investors (April 8, 2026)
- Katten Represents Shorehill Capital in Exit of Functional Devices (February 24, 2026)
- Katten Represents Highlander Partners in Acquisition of Tapatio (January 23, 2026)
- Katten Advises Niteo Products, LLC on Pair of Acquisitions (December 12, 2025)
- Katten Team Represents Due North in Sale to AeriTek (September 11, 2025)
- Media Spotlights Meredith Sheldon O'Leary's Arrival at Katten (August 15, 2025)
- Katten Draws Benefits and Executive Compensation Pro Meredith Sheldon O'Leary (August 13, 2025)

Presentations and Events

- Family Office Compensation and Talent: 2026 Trends and Planning (May 6, 2026)

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- Family Business Through a Legal Lens (April 21, 2026) | *Speaker* | *Non-Family Playbook: Compensation, Legal Operations & Retention Strategies*