

Employee Benefits and Executive Compensation

Overview

To attract and retain talent, employers must design and deliver employee benefits to an increasingly diverse, aging and mobile workforce. Complex laws and regulations, rising health care costs and increased benefit plan litigation place pressure on companies' bottom lines. We work with clients who hail from the public and private sectors, are closely held or publicly traded, sponsor single- or multiple-employer plans, and are for-profit or tax-exempt. Katten's Employee Benefits and Executive Compensation practice offers plan sponsors and service providers proficient, creative advice consistent with their business plans and fiscal goals.

Strategies for competitive compensation and compliant plans

Public, private and nonprofit employers all seek ways to strengthen their human capital but require different approaches. We scale strategies to align with the unique goals of publicly traded multinationals, family-owned businesses and startups, and our targeted advice keeps clients competitive and operationally compliant.

Katten's nationally recognized Employee Benefits and Executive Compensation practice deploys resources efficiently to advise clients on benefits, compensation and employment-related issues in the context of strategic planning, M&A transactions and day-to-day operations. We leverage experience in human resources, consulting, law enforcement and the Internal Revenue Service to develop practical solutions to the tough issues faced by plan sponsors and fiduciaries.

When distilling complex legal requirements to simple advice, we draw upon resident authorities in finance, health care, insurance, M&A, labor, employment, tax and other areas to support our clients as they design and manage the full spectrum of employee plans and arrangements, including:

- Cash and equity incentives
- Change-in-control and golden parachute agreements

"[P]rovided valuable insight during our NQDC plan implementation process. . . . Overall, Katten . . . added tremendous value to our organization."

- U.S. News – Best Lawyers® 2019 "Best Law Firms"

(Employee Benefits (ERISA) Law) survey response

- Deferred compensation arrangements
- Employee stock ownership plans
- Employment, separation and retention agreements
- Fringe benefit plans
- Health and welfare plans
- Paid family leave, unpaid leaves of absence, and absence management
- Partnership profits interests
- Pension and retirement plans

Attuned to emerging obligations and market innovation

Our thriving practice advising benefit plan service providers and asset managers keeps us ahead of emerging trends and at the forefront of industry developments. By partnering with these industry leaders as they chart the course, we are able to leverage our knowledge to prepare clients for the road ahead.

Key Contacts



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Recognitions

Recognized or listed in the following:

- *U.S. News Best Lawyers – "Best Law Firms"*
 - Employee Benefits (ERISA) Law
 - National, 2012–2022
 - Chicago, 2011–2022
 - New York, 2022
 - Litigation – ERISA
 - National, 2012–2021
 - Chicago, 2012–2021