

Executive Compensation

Executive compensation practices have come under increasing scrutiny from the media, shareholders, politicians, and regulators in recent years. Congress addressed perceived problems in this area in the Sarbanes-Oxley Act of 2002, the American Jobs Creation Act of 2004, and the Emergency Economic Stabilization Act of 2008. The Internal Revenue Service (IRS) announced in 2004 that executive compensation arrangements at large employers will routinely be examined by agents. And the Securities and Exchange Commission (SEC) issued new rules for executive compensation disclosures by public companies in 2006.

Attorneys in our Executive Compensation Practice Group work with employers to design arrangements that will attract and retain executives in this rapidly changing atmosphere. We also assist employers and service providers with the administration and funding of such arrangements. Our related practices describe some of the major substantive areas in which our attorneys assist clients.

OUR EXECUTIVE COMPENSATION GROUP HAS EXTENSIVE EXPERIENCE WITH THE FOLLOWING TYPES OF MATTERS:

Corporate-Owned Life Insurance (COLI) and Other Insurance Arrangements
Deferred Compensation Plans, Supplemental Executive Retirement Plans (SERPs) and "Mirror" 401(k) Plans
Employee Stock Purchase Plans (423 Plans)
Equity-Based Compensation Programs
Executive Agreements and Bonus Plans
Executive Compensation Legislation
Executive Compensation Litigation
Fringe Benefit, Payroll Tax, and Reporting Issues
Grantor Trusts (Rabbi Trusts)
Outside Director Plans
Reporting, Compliance and Correction of Plans and Arrangements
Representation Before Government Agencies
Tax-Exempt Organization Executive Compensation