

Employee Benefits and Executive Compensation

Practices and Industries

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Consider us your outside in-house counsel. We'll help you construct and administer employee benefits and executive compensation plans that take full advantage of the relevant operational, financial and tax benefits. In a heavily regulated area in which rules are constantly evolving, navigating the laws necessary to properly design programs can be a real challenge. That's why we provide practical, useful counsel that considers your overall business strategies.

We represent all types of employers, from small businesses to Fortune 500 companies, as well as individuals. Our services include the following:

- Retirement plans
- Health and welfare plans
- Executive compensation
- International compensation and benefits
- Mergers and acquisitions, and other business transactions
- ERISA litigation, claims and government proceedings
- Non-subscribers to Texas Workers' Compensation Act

Our clients rely on our team's deep knowledge and experience. Through our longstanding national involvement with the American Bar Association, we've developed close relationships with leadership within the Internal Revenue Service and the Department of Labor. When an issue arises regarding a complex regulation, we have considerable insight and can get our clients' questions answered. We also have significant international benefits and compensation experience. Clients appreciate our ability to tap into a variety of resources as a member of the International Pension and Employee Benefits Lawyers Association.

Clients know that we'll always bring the right lawyers to their matters. We collaborate across practices to assemble the best team, ensuring the value and efficiency clients to expect from us.

As a testament to our client service, *Chambers USA*, *Chambers and Partners*, 2023 ranked the firm in Employee Benefits and Executive Compensation nationwide in Band 5, as well as Band 1 for Dallas, Fort Worth and Surrounds and Band 2 for Houston and Surrounds. The firm is also ranked in National Tier 3 in Employee Benefits (ERISA) Law in 2024 by the *U.S. News & World Report* and *Best Lawyers* "Best Law Firms" survey, with a Tier 1 ranking in Dallas and Houston. *Best Lawyers in America* 2024 recognized four lawyers in Employee Benefits (ERISA) Law, while *Best Lawyers "Ones to Watch"* 2024 included two lawyers in the same category. Additionally, *Lawdragon 500* 2025 named three lawyers in Executive Compensation & Benefits.