



Isabella Blanes

Associate

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PRACTICES Employee Benefits and Executive Compensation, Executive and Incentive Compensation, Employee Benefits M&A, Retirement Plans, Health and Welfare Plans, Plan Fiduciaries Counseling, ESOPs and Other Stock-Based Plans

Isabella Blanes is an associate in the Employee Benefits and Executive Compensation Practice Group in Haynes Boone's Dallas office. Her practice focuses on matters related to employee benefits, ERISA, and executive compensation.

Isabella has significant experience advising clients in corporate transactions, representing both buyers and sellers, by identifying and correcting employee benefit issues (including compliance with Sections 409A and 280G of the Internal Revenue Code). She routinely advises clients on employee benefit and executive compensation issues that arise in mergers and acquisitions, and assists with any potential issues that may arise when employee groups are consolidated with or transferred to another entity in connection with a corporate transaction, business consolidation, reorganization, or bankruptcy.

Isabella also regularly assists clients with design, implementation, administration, compliance, and tax issues related to all types of employee benefit plans, including retirement plans, incentive and equity compensation plans, deferred compensation arrangements, severance and employment agreements, transaction or retention bonuses, and change-in-control agreements.

Isabella is a contributor to Haynes Boone's [Practical Benefits Lawyer blog](#), which discusses issues and developments in the areas of employee benefits and executive compensation.

QUALIFICATIONS

EDUCATION

- LL.M., New York University School of Law, 2022
- J.D., University of South Carolina School of Law, 2021, cum laude; Associate Symposium Editor, *The South Carolina Journal of International Law and Business*
- B.S., Finance and Political Science, Florida State University, 2018

CLERKSHIPS

- Extern to the Honorable David R. Duncan, U.S. Bankruptcy Court District of South Carolina, 2020

ADMISSIONS

- North Carolina
 - Texas
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PROFESSIONAL AFFILIATIONS AND ENGAGEMENTS

- Dallas Bar Association
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SELECTED CLIENT REPRESENTATIONS

- Represented Applied Avionics, Inc., a leading U.S. manufacturer of avionics interface solutions for aerospace and defense platforms, in its sale to Loar Group, Inc., a wholly owned subsidiary of Loar Holdings Inc.
- Representation of a Texas-based energy services company, in connection with its \$270 million acquisition, including all related tax, employee benefits, and executive compensation matters.
- Representation of four C-Suite Executives in a merger related to the negotiating of executive employment agreements and compensation packages.
- Representation of a lifestyle gaming hardware company in connection with a \$100 million private equity investment, including all related tax, employee benefits, and executive compensation matters.

Some of these representations were handled by Isabella prior to joining Haynes Boone.