



John M. Collins

Senior Counsel

Dallas

john.collins@haynesboone.com

+1 214.651.5564

PRACTICES Family Office, Family Wealth and Estate Planning, Tax-Exempt Organizations and Private Foundations, Trust and Estate Administration, Employee Benefits and Executive Compensation, ESOPs and Other Stock-Based Plans, Executive and Incentive Compensation, Retirement Plans, Fund Finance, Private Clients and Estate Planning

John Collins has more than 40 years experience in several areas of tax practice, including estate planning, family wealth planning, charitable organizations, and employee benefits and executive compensation matters. He has been recognized by *D Magazine*, D Magazine Partners, "Best Lawyers in Dallas" in trusts and estates (2010-2017, 2019-2024); Corporate Law (2023); a *Texas Super Lawyer*, Thomson Reuters (2003-2020); and he is listed in *The Best Lawyers in America*, Woodward/White, Inc., in Employee Benefits Law and Trusts and Estates (2005-2025). John is AV® Peer Review Rated Preeminent by *Martindale-Hubbell® Law Directory*.

John 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.

Professional and Community Activities

- Immediate Past Chair, Methodist Health System (Dallas)
 - Fellow, American College of Trust and Estate Counsel
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QUALIFICATIONS

EDUCATION

- J.D., The University of Texas School of Law, 1975, *with honors*; *Texas Law Review*, 1973-1975
- B.A., Duke University, 1972, *with honors*

ADMISSIONS

- California
 - Texas
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SELECTED CLIENT REPRESENTATIONS

- Estate and personal tax planning for individuals and families, including succession planning for closely-held businesses, establishment of charitable trusts and foundations, and family limited partnerships.
 - Family wealth planning, including the numerous sophisticated strategies to minimize estate, gift and generation skipping transfer taxes.
 - Representing public charities and private foundations in connection with governance issues, unrelated business taxable income (UBTI), conflicts of interest, and other tax and exemption issues.
 - Employment agreements, severance agreements, code section 162(m) and golden parachute issues, and incentive bonus plans.
 - Design and implementation of all types of equity compensation plans, including stock options, restricted stock, ESOPs, qualified employee stock purchase plans, phantom stock, and stock appreciation rights.
 - Planning transactions involving the use of ESOPs in corporate finance and restructuring, representing and advising fiduciaries, and representing borrowers and lenders in pension plan transactions.
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AWARDS AND RECOGNITIONS

- Recognized in *The Best Lawyers in America*, Woodward/White, Inc., for Employee Benefits (ERISA) Law and Trusts and Estates Law, 2025