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# Executive & Deferred Compensation

Our attorneys understand that retention of top executive talent is crucial to business success. We provide our broad depth of experience in designing and implementing all types of executive compensation and incentive programs to help you achieve your recruiting and retention goals while complying with the numerous tax and regulation requirements including IRC 409A. Our attorneys are experienced in handling:

- Restricted and phantom stock
- Stock options
- Stock appreciation rights plans
- Performance-based bonus plans
- Supplemental retirement and severance plans
- Non-qualified deferred compensation
- Change-in-control arrangements
- LLC equity based plans

Additionally, we work with your business to craft executive employment contracts to meet your specific business needs. We regularly advise clients on how to best draft and implement executive employment procedures and, if litigation arises, we are experienced in handling executive contract disputes, including enforcement of retention and confidentiality issues.