

## EXECUTIVE COMPENSATION AND BENEFITS

Bracewell draws on our attorneys' in-depth knowledge of tax, accounting, disclosure and securities considerations to advise clients on all aspects of executive compensation and benefits, including equity and deferred compensation planning. We provide guidance on equity-based compensation such as stock appreciation and phantom stock plans, stock option, bonus and restricted stock plans, bonus programs, and omnibus stock incentive plans.

We represent companies and executives in connection with employment, consulting and severance agreements. Our attorneys have significant experience in the design of golden parachute agreements, incentive compensation plans, supplemental executive retirement plans, excess benefit plans, rabbi trusts and other funding arrangements.

Executive compensation is typically a high-visibility matter. We advise compensation committees on their fiduciary duties to shareholders in structuring the terms of compensation plans