



Jim Hauser

PARTNER

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Jim is co-head of the executive compensation practice.

Jim advises emerging companies and venture investors on executive compensation and ERISA-related matters. His work with companies includes drafting and negotiating executive employment, retention, and change in control agreements, and advising on the design and administration of equity incentive plans. He works with compensation committees of both private and public companies, and counsels private equity and venture investors on executive compensation agreements and plans for portfolio companies. Jim also represents C-level executives and management teams with respect to their compensation agreements and issues when joining or leaving their employers as well as during mergers and acquisitions.

Jim's expertise covers a range of tax issues relating to compensation and benefits, such as golden parachute rules under Section 280G, deferred compensation rules under Section 409A, and equity compensation plans and the deductibility of compensation under Code Section 162(m). He has written on topics including golden parachutes, tax laws affecting compensation, and ERISA issues arising from investments in venture capital funds.

EDUCATION

- Boston University School of Law, LL.M., Taxation
- Loyola Law School, J.D.
- Boston College, M.B.A.

ACHIEVEMENTS

Member of Tax Section and Employee Benefits Subcommittee of the ABA

Member of the Editorial Advisory Board for the *Benefits Law Journal*

Jim was selected for inclusion in *Best Lawyers in America* for Employee Benefits (ERISA) Law (since 2013)

FOCUS

- Executive Compensation

ADMISSIONS

- Massachusetts