



G U N D E R S O N   D E T T M E R

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## Sofia B. Rattes

**ASSOCIATE**

Silicon Valley

**E** [srattes@gunder.com](mailto:srattes@gunder.com)

**P** +1 650 463 5301

Sofia is an executive compensation associate in our Silicon Valley office.

Sofia specializes in executive compensation and employee benefits issues for start-ups, emerging growth and public companies.

Sofia advises clients on employee stock options, employee stock purchase plans and other forms of equity compensation and the associated tax and securities law issues. Sofia also advises clients on 401(k) plans and compliance with ERISA and COBRA.

### **EDUCATION**

- University of Florida - Fredric G. Levin College of Law, J.D.
- University of Florida - Hough Graduate School of Business, M.S., Management
- University of Florida, Bachelor's Degree, Public Relations

### **FOCUS**

- Executive Compensation

### **ADMISSIONS**

- California
- Florida