



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. He also has extensive experience advising venture funds on ERISA Title I issues.

Credentials

EDUCATION

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

BAR ADMISSIONS

- Massachusetts

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 Areas

Executive Compensation

Related News & Insights

CLIENT NEWS

Flywire Announces Acquisition of Sertifi

CLIENT NEWS

Gunderson Dettmer Advises Arden Labs in Acquisition by LISNR

CLIENT NEWS

Sherlock Biosciences Acquired by OraSure Technologies

FIRM NEWS

Best Lawyers Recognizes 29 Gunderson Dettmer Attorneys in the 2025 Best

Lawyers in America Guide

CLIENT NEWS

Corvus Insurance Acquired by Travelers Companies for \$435M

FIRM NEWS

Best Lawyers Recognizes 25 Gunderson Dettmer Attorneys in the 2024 Best Lawyers in America Guide

CLIENT NEWS

Oklo to Go Public with AltC Acquisition Corp Merger

CLIENT NEWS

Hospital IQ Acquired by LeanTaaS to Create \$1B Combined Company

FIRM NEWS

Best Lawyers Recognizes 19 Gunderson Dettmer Attorneys as 2023 Best Lawyers in America

CLIENT NEWS

GSK Completes Acquisition of Gunderson Dettmer Client Affinivax

CLIENT NEWS

GoCardless Takes Open Banking to the Next Level in Acquisition of Nordigen

CLIENT NEWS

Data Observability Platform Databand.ai Acquired by IBM

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