



EXECUTIVE COMPENSATION

Using a Proactive, Non-adversarial Approach Brings Parties Together, Ensures Success

Executives routinely come to Mackenzie Hughes for counsel with their sensitive compensation and severance negotiations and agreements.

SITUATION

High-level executives demand high-level expertise in negotiating their compensation packages, both for employment and severance purposes. Employers expect their law firm to be on the cutting edge of legal strategies and developments, and to tailor advice to their particular circumstances, so as to counsel them to the best solution for the situation.

CHALLENGE

The firm must remain at the forefront of counseling executives and companies, and negotiating on their behalf, for sophisticated arrangements involving their stock options, ERISA pension rights, severance agreements, confidentiality, and non-compete issues. A cookie-cutter approach won't do the job here; the firm must be able to apply these complicated principles in a practical way, to guide companies and individual executives to successful results based upon their particular circumstances.

SOLUTION

Mackenzie Hughes does not believe in boilerplate contracts. Every executive and company has its own set of needs. A cross-section of the firm's labor, tax and business lawyers – such as Clay Hale, Mary Anne Cody, Pete Carmen, Ed Moses and Jackie Jones – have developed successful programs for listening and interacting closely to find out what each executive's or company's objectives are, then tailoring compensation packages accordingly and in a cost-effective manner. Lawyers should be counselors, not obstructionists. Using a relaxed, sit-down method ensures that negotiations do not become adversarial. Mackenzie Hughes never wants deals to fall apart because of lawyering. Lawyering should bring the deals together.

SUCCESS

Executives and companies alike routinely turn to Mackenzie Hughes for counsel to successfully resolve complicated or high-level executive compensation and severance packages. The firm negotiates agreements that are specifically tailored to meet the parties' needs under the circumstances. A law firm gauges its success by referrals to new clients from existing clients. Executives and companies who have worked with our team regularly refer their colleagues and their own future legal concerns to Mackenzie Hughes for handling their most sensitive executive compensation matters.

