

Associate, New York

Executive Compensation and Benefits



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Education

J.D., The University of Chicago
Law School, 2018

B.A., University of Pennsylvania, 2014

Bar Admissions

New York
Pennsylvania

Loren Koles represents companies, executive leadership teams and members of management on executive compensation matters that arise in connection with extraordinary events, including leadership transitions and corporate transactions, as well as ongoing compensation-related needs. She also advises on tax laws (including laws governing deferred compensation and golden parachute arrangements).

Ms. Koles frequently advises clients regarding Securities and Exchange Commission rules governing compensation and benefits-related disclosures, equity-related registration requirements and exemptions, and compliance with related rules under New York Stock Exchange and Nasdaq listing standards for both periodic filings and event-related disclosures. She also assists clients with the design and implementation of equity- and cash-based incentive plans and awards; profit and capital interest participation in partnership and LLC arrangements; and executive and nonexecutive employment, severance, retention and change-in-control programs and agreements.

Ms. Koles' *pro bono* practice has included representing transgender and gender-nonconforming persons in name change proceedings, counseling individuals with proceedings in family court and representing asylum seekers fleeing gender-based violence.