



Peter J. Dalmasy

Associate

Employee Benefits and Executive Compensation

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Peter Dalmasy counsels publicly traded and privately held companies, boards of directors, compensation committees, executive officers, senior management, entrepreneurs and private equity sponsors on executive compensation and employee benefits matters involving corporate transactions and the daily operation of their businesses. Peter also provides day-to-day guidance regarding securities regulations governing compensation-related disclosures, registration requirements for equity offerings, and exemptions and compliance with stock exchange rules.

Experience provides insight on a wide range of matters

Peter handles a broad range of compensation-related items, including the formation, implementation and ongoing maintenance of annual and long-term cash, as well as equity and equity-based incentive compensation plans and agreements, including change-of-control, severance, retention and other transaction-related bonus arrangements, stock options, stock appreciation rights, restricted stock, restricted stock units, LLC and partnership profits interests, and phantom and synthetic equity awards. Additionally, Peter advises on corporate governance and best practices in connection with employee and non-employee director compensation arrangements, providing tax planning advice on deferred compensation arrangements subject to Internal Revenue Code Section 409A and the golden parachute rules under Internal Revenue Code Sections 280G and 4999. He also provides counsel for clients drafting and negotiating employment, consulting and severance agreements.

Prior to joining Katten in 2019, Peter worked as an associate at a large international law firm in New York in its employee benefits and executive compensation practice group. During law school, Peter served as vice president of the Latino/a Law Students Association and was an Equal Justice America fellow while completing his 1L internship with Legal Aid Chicago.

Practices

- Corporate Governance
- Employee Benefits and Executive Compensation
- Entrepreneurial Ventures
- Executive Compensation and Employee Benefits in Corporate Transactions
- Mergers and Acquisitions

Education

- JD, The University of Chicago Law School
- BA, Temple University

Bar Admissions

- New York
- Illinois

Community Involvements

- American Bar Association, Business Law Section
- Legal Aid Chicago, Ambassadors Board
- Puerto Rican Bar Association of Illinois

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Recognitions

Recognized or listed in the following:

- Super Lawyers Rising Stars
 - Illinois, 2023–2024

News

- Katten Represents Highlander Partners in SFERRA Acquisition of Antica Farmacista (September 12, 2024)
- Katten Attorneys Named to 2024 Illinois Super Lawyers, Rising Stars Lists (January 25, 2024)
- Katten Represents KnowledgeHound in Acquisition By YouGov (January 12, 2024)
- Katten Represents Buyers Acquiring Controlling Ownership Interest in Dallas Mavericks (January 4, 2024)
- Katten Advises Excel Sports Management in Acquisition of REP 1 Football (November 29, 2023)
- Katten Represents Buyer Group in Majority Stake Purchase of Charlotte Hornets (September 6, 2023)
- Katten Represents Mediafly in \$80 Million Funding Round to Accelerate Product Innovation (August 30, 2023)
- Katten Team Advises MBX on its Acquisition by AHEAD, Boosting its Engineering Capabilities (June 9, 2023)
- Katten Grows Its Kattalyst Sponsorship Program (May 24, 2023)
- Katten Attorneys Selected to 2023 Illinois Super Lawyers, Rising Stars Lists (January 24, 2023)
- Katten Represents Catalytic in Its Acquisition by PagerDuty, Expanding No-Code Workflow Platform (March 8, 2022)
- Katten Attorneys Help Drive \$3.2 Billion US Car Dealership Deal (October 6, 2021)
- Katten Represents Utopia Global in Sale to Prometheus Group (October 21, 2020)
- Katten Represents Cubii in a Strategic Growth Investment from Gridiron Capital (October 7, 2020)
- Katten Represents Chicago-Based Health Care Data and Analytics Provider, Lumere, in Acquisition by Global Healthcare Exchange (February 10, 2020)

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Publications

- See Katten's Model Clawback Policy as Mandatory Rules Take Effect (October 2, 2023)
- SEC Clarifies 'Pay versus Performance' Disclosure Rules (March 10, 2023)
- SEC Adopts Mandatory Rules for Clawing Back Incentive-Based Compensation: Questions and Answers for Public Companies and Best Practices (November 17, 2022)
- Recent Sun Capital Decision Provides Welcome Relief but Leaves Uncertainty (January 22, 2020)