



Andrew R. Skowronski

Partner

Employee Benefits and Executive Compensation

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Andrew Skowronski is valued by clients for his ability to provide clear and commercial advice on complex executive compensation and employee benefits matters arising day to day and in connection with mergers, acquisitions, financings and corporate reorganizations.

Insights on a wide range of executive compensation matters

Andrew advises clients in connection with the design and legal analysis of executive compensation arrangements, including compliance with Code Section 409A. He frequently designs and implements equity-based incentives, phantom equity incentives, cash-based incentives, deferred compensation, and employment, retention and severance agreements.

He also works closely with the firm's corporate clients on executive compensation and employee benefits matters related to mergers, acquisitions, financings and reorganizations, including advising on Code Section 280G.

News

- Katten Represents KnowledgeHound in Acquisition By YouGov (January 12, 2024)
- Katten Represents Highlander Partners in Benestar Brands Merger With Palmex (December 18, 2023)
- Katten Represents Shorehill in Sale of Power Grid Components to Blackstone (December 14, 2023)
- Katten Represented Growing Urology Practice AUI in Its Affiliation With Solaris Health (March 10, 2022)
- 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)

Practices

- Employee Benefits and Executive Compensation
- Executive Compensation and Employee Benefits in Corporate Transactions
- Health and Welfare and Fringe Benefit Plan Compliance, Administration and Funding
- Retirement Plan Governance, Investment and Asset Management

Education

- JD, University of Pennsylvania Law School
- BA, University of Notre Dame

Bar Admissions

- Illinois
- New York

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- 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)
- Katten Grows Employee Benefits Practice with Mitchel Pahl (January 7, 2020)
- Katten's Insolvency and Restructuring Team Wins Two Turnaround Awards (December 12, 2019)
- Katten represents Highlander Partners in purchase of top pork rind producer (August 8, 2019)

Publications

- QPAM Exemption Initial Notification Deadline Nearing (August 21, 2024)
- Q&A – FTC Rule Banning Non-Competes With Workers (April 25, 2024)
- SEC Clarifies 'Pay versus Performance' Disclosure Rules (March 10, 2023)
- FTC Proposes Rule Banning Non-Competes With Workers (January 18, 2023)
- Recent Sun Capital Decision Provides Welcome Relief but Leaves Uncertainty (January 22, 2020)
- Considerations and Challenges Under New IRS Guidance on Section 162(m) (October 4, 2018)
- Are Your Qualified and Nonqualified Employee Benefit Plans in Compliance With the New ERISA Disability Claims Regulations? (March 14, 2018)
- Issues for Compensation Committees to Consider When Grappling With Changes to 162(m) and the Death of the Performance-Based Compensation Exemption (January 18, 2018)
- House Bill Proposes Major Modifications To Employee Compensation And Benefits-Related Laws; Initial Amendments Provide Limited Relief (November 9, 2017)
- The ERISA Fiduciary Advice Rule: What Happens on June 9? (May 30, 2017)
- Compliance With the ERISA Fiduciary Advice Rule: Beginning June 9, 2017 (May 30, 2017)

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- DOL Issues (Some) Additional Guidance on the Fiduciary Investment Advice Rule and Best Interest Contract Exemption (November 17, 2016)
- Proposed Treasury Regulations Provide Additional Flexibility, Clarity and Planning Opportunities to Sponsors of Deferred Compensation Arrangements (August 3, 2016)
- Private Equity Fund Sponsors' Risk for ERISA Unfunded Pension Liability Grows (April 13, 2016)