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Alec Nealon is a principal in the Houston, Texas, office of Jackson Lewis P.C. Alec advises clients on a broad range of executive compensation and employee benefits matters, including in the context of corporate transactions.

## Practices

- Financial Services
- Technology
- Advice and Counsel
- Employee Benefits
- Transactional Services
- Private Equity

## Education

- New York University School of Law, LL.M. 2010
- University of Minnesota Law School, J.D. 2007
- University of Wisconsin - Madison, B.A. 2003

## Admitted to Practice

- New York 2011

Alec provides counsel to employers and management teams on all aspects of designing, negotiating and drafting employment, consulting, termination, severance, change in control and restrictive covenant agreements (including non-competition, non-solicitation and confidentiality arrangements), equity-based compensation plans and cash bonus plans. Alec regularly represents employers in connection with hiring, termination and implementation of management transition programs, and advises on compliance with Sections 409A and 280G of the Internal Revenue Code.

Alec assists employers with structuring, implementation and administration of qualified employee pension and welfare plans, and various nonqualified incentive compensation plans, programs, and arrangements, including the associated ERISA and federal tax implications. Alec advises on correction of plan defects and represents plan sponsors before the IRS and the DOL in connection with plan audits and investigations. Alec also counsels clients on ERISA, tax and other benefits-related matters in the context of corporate transactions.

Prior to joining Jackson Lewis, Alec worked at several global New York-based law firms.

## Honors and Recognitions

- *Super Lawyers*®, "Rising Stars" (2020)