



Scott C. Sanders

Partner
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Scott counsels both publicly traded and privately held companies on corporate and tax matters that are critical to the design, implementation, and administration of employee benefit plans and executive compensation arrangements. He also addresses compensation and benefits issues that arise in the course of corporate transactions, including acquisitions, financings, initial public offerings, spin-offs, and other business deals. Additionally, Scott works closely with members of the Firm's corporate, labor, and employment practices to provide clients with coordinated legal counsel on issues involving their employee benefit plans.

Businesses trust Scott's experience to recommend, tailor and help them implement a range of benefit plans and compensation arrangements. Scott routinely helps clients to establish and manage: qualified and non-qualified deferred compensation plans, cash- and equity-based incentive programs, executive compensation packages, change-in-control agreements, and other employee benefit arrangements. He frequently designs executive compensation plans that meet client goals of appropriately compensating key corporate employees, all while ensuring compliance with Sections 162(m) and 409A of the Internal Revenue Code (IRC). Scott also provides guidance on the impact of Section 280G of the IRC regarding events of change-in-control. When necessary, Scott also represents clients in tax and benefits matters before the Internal Revenue Service and the Department of Labor.

Services

- Health & Welfare Benefits
- Compensation & Benefits
- ESOPs
- Executive Compensation
- Retirement Plan Documents

Education

- Baylor Law School (J.D., 1991)
 - Baylor Law Review, Senior Notes and Comments Editor

- Baylor University (B.B.A., *summa cum laude*, 1987)
 - Accounting

Bar Admissions

- Texas

Affiliations/Memberships

- State Bar of Texas, Grievance Committee (1998 - 2004)
- American Bar Association, Taxation Section
- Houston Bar Association
- Texas State Board of Public Accountancy
- Texas Society of Certified Public Accountants

Distinctions

- *Chambers USA*®
 - Texas Employee Benefits & Executive Compensation (2024)
- *The Legal 500 United States*
 - Employee Benefits, Executive Compensation and Retirement Plans: Transactional (2011 - 2024)
- *Best Lawyers*®
 - Tax Law (2022 - 2025)
- *Lawdragon Inc.*
 - *Lawdragon 500 Leading Corporate Employment Lawyers Guide*
 - Employee Benefits (2024 - 2025)
 - Executive Compensation (2024 - 2025)