



## Kathy Shaw

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### CHICAGO

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### Assistant

Jackie Baker  
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### PRACTICE AREAS

Employee Benefits & Executive  
Compensation

Corporate & Business

### COURT MEMBERSHIPS

- Illinois
- Wisconsin

### EDUCATION

University of Michigan Law  
School, J.D., 1994

- Journal of Law Reform

Tulane University, B.S.,  
Psychology, *summa cum laude*,  
1991

- Phi Beta Kappa Honors Society

Kathy Shaw brings more than 20 years of legal experience, providing counsel on employee benefits and executive compensation matters. Clients turn to Kathy to prepare, review, and negotiate various documents, including qualified retirement and non-qualified deferred compensation plans, stock award plans, health and welfare plans, and government compliance filings.

Kathy's practice includes all areas of employee benefits law, with a particular emphasis on non-qualified deferred compensation arrangements. She counsels employers on the best ways to motivate employees through the use of various types of benefits plans, including stock and phantom equity awards. Kathy negotiates and drafts human resources provisions in corporate transactions and advises executives as they negotiate compensation as part of employment and separation agreements. She guides clients through the process of responding to Internal Revenue Service (IRS) and Department of Labor (DOL) audit requests and conducting internal compliance reviews of benefit programs. Kathy has worked as in-house counsel at two Fortune 500 public companies, giving her unique insight into the challenges that clients face.

Prior to joining Lathrop GPM, Kathy served as a partner at another firm in the Greater Chicago area. In 2022, Kathy earned the Executive Compensation: Strategies and Frameworks certification at The Wharton School Aresty Institute of Executive Education.

### Presentations

- Presenter, "Benefits Update," Lathrop GPM 2023 Employment & Labor Law Seminar, October 24, 2023 (Minneapolis)

- Presenter, "Severance Arrangements: Deferred Compensation and ERISA Issues," Lathrop GPM 2023 Employment & Labor Law Seminar, October 5, 2023 (Kansas City); October 24, 2023 (Minneapolis)

## Publications

- Author, "How Incentive Comp Can Keep Employees Motivated While a Sale or Merger Is Pending," *WorldatWork/Workspan Daily*, March 26, 2024

## In The News

- Corporate Board Member Quotes Lathrop GPM Attorney Kathy Shaw on Benefits Plans  
February 16, 2024
- Business Leader Quotes Counsel Kathy Shaw on Executive Compensation  
January 16, 2024
- Law360 Pulse Features Growth of Business Transactions Group, Addition of Six Attorneys  
September 26, 2023

## News Releases

- Lathrop GPM Further Expands Business Transactions Group with Six Additions and Launch of New Practice  
September 20, 2023

## Honors

- *National Law Review*, "Go-To Thought Leadership Award," COBRA Subsidy Updates Under the American Rescue Plan Act, 2021