Cooley

Kristin O'Hanlon

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Compensation and Benefits
Emerging Companies
Mergers and Acquisitions

Kristin focuses her practice on compensation and benefits matters. Her clients include emerging companies and multinational public companies. She regularly advises on compensation issues involved in mergers and acquisitions, including equity treatment, golden parachute matters and the interaction between existing and proposed compensation arrangements. She has significant experience designing equity and cash based incentive plans, employment agreements, separation agreements, retention and change in control agreements, and other compensation arrangements tailored to meet client needs.

Prior to law school, Kristin was a behavior therapist and a researcher in the field of psychology, focused on autism and infantile hydrocephalus. She also served as Director of Administration for the Lovaas Institute for Early Intervention, where she oversaw day-to-day operational functions and negotiated funding and treatment contracts with multiple school districts on behalf of children with autism spectrum disorders.

Education

University of California, Berkeley, School of Law JD, Boalt Hall Moot Advocacy Award, American Jurisprudence Award in Small Business Counseling, Prosser Prize in Advising Emerging Growth Companies, 2005

University of California, Los Angeles (UCLA) BA, Psychology, with a Specialization in Developmental Disabilities, Phi Beta Kappa, summa cum laude, Departmental Highest Honors, 1997

Admissions & Credentials

California

Washington