

Barbara Mirza

Partner



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Compensation and Benefits
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Activism Defense

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CooleyREG
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Barbara is the chair of Cooley's global compensation and benefits practice group and a member of our board of directors. She has over two decades of experience as an executive compensation and benefits practitioner, and has worked with clients across the country and around the world, ranging from startups to multinationals.

She has particularly deep experience in handling the compensation and benefits aspects of corporate transactions. These have ranged in size from less than \$25 million to more than \$15 billion and have included stock sales, asset sales, mergers, de-SPACs and spin-offs. She also has extensive experience in preparing companies for the transition from private to public and guiding them through the compensation-related aspects of the initial public offering process.

Barbara also advises companies, compensation committees and boards of directors with respect to sophisticated, multi-disciplinary executive compensation and benefits issues outside the context of transactions and IPOs, including strategies for the drafting of annual proxies and other public disclosures and the drafting of ongoing executive compensation arrangements, including severance arrangements, employment agreements and equity and non-equity incentive plans.

Barbara is co-chair of our Partnership Nominating Committee and a member of our Risk Management Committee.

Prior to joining Cooley, she practiced at Skadden, Arps, Slate, Meagher & Flom in its New York and Los Angeles offices. While in law school, she served as co-editor-in-chief of the University of Toronto Faculty of Law Review.

Education

University of Toronto Faculty of Law

LLB, co-editor-in-chief of the University of Toronto Faculty of Law Review, 1995

Queen's University at Kingston

BA, first-class honours, 1992

Admissions & Credentials

California

New York

Rankings & Accolades

Chambers USA: Employee Benefits & Executive Compensation – California: Los Angeles & Surrounds
(2020 – 2025)

The Legal 500 US: Employee Benefits, Executive Compensation and Retirement Plans (2024 – 2025)