

## Dionne A. Thomas

Associate

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San Diego

Compensation and Benefits

Mergers and Acquisitions

Public Companies

Tax

ESG and Sustainability Advisory

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Dionne Thomas focuses her practice in the areas of executive compensation, equity compensation and employee benefits. She advises public and private companies, executive management teams and individual executives on a broad range of compensation and benefits topics in the context of mergers and acquisitions, public offerings, as well as ongoing business operations. Her practice covers executive agreements, cash and equity-based incentive programs, change-in-control and severance plans, 409A and other deferred compensation issues and 280G “golden parachute” compliance.

Prior to joining Cooley, Dionne was an executive compensation and benefits associate at Skadden, Arps, Slate, Meagher and Flom.

### Education

New York University School of Law  
LLM, 2016

University of San Diego School of Law  
JD, 2015

University of Virginia  
BS, 2005

### Admissions & Credentials

California