

## Paula Fleckenstein

Associate



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Compensation and Benefits  
Emerging Companies  
Mergers and Acquisitions  
Capital Markets  
Private Equity  
Venture Capital

Paula Fleckenstein focuses her practice on a variety of executive compensation, equity compensation and employee benefit issues. She often advises clients on compensation issues involved in mergers and acquisitions, including equity treatment, 280G “golden parachute” compliance and the issues between existing and proposed compensation arrangements. She designs and implements equity and incentive compensation plans, nonqualified deferred compensation plans, employment and severance agreements, change in control plans and other compensation arrangements for both private and public companies. She also helps publicly held clients with the disclosure of compensation arrangements in public filings and corporate governance matters related to executive compensation.

She relies on her past professional experience in executive leadership roles to bring a unique perspective to her practice. Prior to and while attending law school, Paula worked as a chief financial officer. She was the CFO for two professional service firms. In both instances, she was responsible for the firm’s corporate governance, employment practice issues, contract drafting and review and coordination of all outside legal counsel. She also directed merger and acquisition activity and entity formation, which prompted her interest in law school. Before becoming a CFO, Paula worked as a manager for Freddie Mac and as an auditor for Grant Thornton. She is a licensed CPA.

### Education

George Mason University, Antonin Scalia Law School  
JD, 2017

University of Maryland  
BS,

### Admissions & Credentials

Virginia