



Rita M. Patel

Partner

CHAIR, US EMPLOYEE BENEFITS AND EXECUTIVE COMPENSATION PRACTICE
CO-CHAIR, TRANSACTIONS SERVICES PRACTICE

rita.patel@dlapiper.com

Washington, DC

T: +1 202 799 4242

F: +1 202 799 5242

For more than 20+ years Rita Patel has partnered with CEO's, senior executives, senior HR professionals and compensation committees advising on executive compensation and employee benefits matters. With a focus on publicly-traded companies, Rita's services span the full range of domestic and international employee benefits law issues, including complex taxation, equity design, disclosures, asset acquisitions and divestitures, mergers, spin-offs and other strategic alliances involving life science, technology, financial, hospitality, food and beverage and real estate organizations. She routinely advises on benefits and compensation matters in both sell and buy side representations.

Rita's leadership and dedication to her practice is evident, not only when working with clients, but also as the current Chair of the Employee Benefits and Executive Compensation practice at DLA Piper. Her practice regularly partners and collaborates with other departments across the firm on matters related to complex regulatory framework, proxy disclosure, executive agreements, incentive compensation arrangements, and retention, change-in-control, say on pay and golden parachutes agreements. Rita advises on various tax and federal securities laws as they relate to such equity-based arrangements including Section 409A and 280G and routinely advises and provides comprehensive solutions on the design and administration of stock options, employee stock purchase plans, and various types of equity arrangements such as profits interest, restricted stock, restricted stock units, stock appreciation rights and phantom equity.

Rita maintains a broad-based employee benefits practice which includes designing sophisticated qualified and nonqualified retirement and deferred compensation plans. Rita has considerable experience advising clients in the correction of plan failures under IRS and Department of Labor correction programs. Rita routinely advises clients on fiduciary and governance matters, including the formation and operation of plan fiduciary committees and provides fiduciary training. In addition, Rita provides guidance regarding welfare plans, including multiple employer welfare arrangements.

- Tax
- Employee Benefits and Executive Compensation
- Regulatory and Government Affairs
- Corporate
- Employment

- Healthcare

Admissions

- District of Columbia
- New York

Prior Experience

Prior to joining the firm, Rita worked for the US Department of Justice through its Attorney General's Honor Program. Through this program, Rita practiced immigration law first as a US Immigration Court clerk and then as an attorney with the Executive Office for Immigration Review.

Recognitions

- *Chambers USA*
2021 - Band 3, District of Columbia Employee Benefits & Executive Compensation
- *The Legal 500 United States*
2021 - Recommended, Employee Benefits, Executive Compensation and Retirement Plans: Transactional
2018-20 - Recommended, Employee Benefits, Executive Compensation and Retirement Plans: Transactional
2018-20 - Recommended, Employee Benefits & Executive Compensation and Retirement Plans: Design
2017 - Recommended, Employee Benefits & Executive Compensation

Education

- LL.M., Tax, Georgetown University 2000
with distinction
- J.D., Dickinson School of Law of the Pennsylvania State University 1996
Woolsack Honor Society
- B.A., American University 1993
magna cum laude

Courts

- United States Tax Court

Memberships

- Member, 2021 Law360 Benefits Editorial Board
- American Bar Association, Taxation Section
 - Vice Chair, Executive Compensation Subcommittee
 - Former Vice Chair, ERISA Litigation Subcommittee
- District of Columbia Bar Association, Taxation Section
 - Former Vice Chair, Employee Benefits Subcommittee

Civic and Charitable

- Board Member, Children's National Hospital (Children's Health Board)
- Former Board Member, Street Law Board

INSIGHTS

Publications

***Dobbs v. Jackson Women's Health* : Implications for business of a post-Roe landscape**

23 June 2022

Dobbs raises a number of important questions for companies and entities.

Supreme Court remands excessive fee case to Seventh Circuit to determine pleading standard

1 February 2022

The *Hughes* case is indicative of many decisions rendered in the lower courts in recent years where courts facing the same or similar excessive fee allegations have reached opposite conclusions.

Events

Previous

Diversity and inclusion in the legal workplace: A discussion with Kenji Yoshino

7 December 2021 | 4:00 - 5:15 EST

Webinar

NEWS

DLA Piper advises Airtower Networks in its strategic investment from DIF Capital Partners

4 May 2022

DLA Piper advised Airtower Networks, a leading developer, owner, and operator of wireless digital infrastructure, in its strategic growth investment from DIF Capital Partners, a leading global independent fund manager that invests in a broad range of greenfield and operational infrastructure companies and assets worldwide.

DLA Piper announces new practice leadership

18 February 2022

DLA Piper is pleased to announce several changes to sub-practice leadership in its Finance, Corporate, Private Equity, Regulatory and Government Affairs, and Litigation practices.

DLA Piper advises Shell in its acquisition of solar and energy storage developer Savion

6 January 2022

DLA Piper represented Shell New Energies US LLC, a subsidiary of Royal Dutch Shell plc (Shell), in its agreement to buy 100 percent of Savion LLC (Savion), a large utility-scale solar and energy storage developer in the United States, from Macquarie's Green Investment Group. With this acquisition, Shell expects to significantly expand its global solar portfolio.

DLA Piper advises Kadmon Holdings in its acquisition by Sanofi

14 September 2021

DLA Piper is representing Kadmon Holdings, Inc. (NASDAQ: KDMN) in its pending acquisition by global biopharmaceutical company Sanofi S.A. (NASDAQ: SNY) for approximately US\$1.9 billion.

DLA Piper advises Preqin in its acquisition of Colmore AG

11 August 2021

DLA Piper represented Preqin, a leading provider of alternative assets data, analytics and insights, in its acquisition of Colmore AG.

DLA Piper advises CareMax in business combination with Deerfield Healthcare Technology Acquisitions Corp.

18 June 2021

DLA Piper represented CareMax Medical Group, L.L.C. in its business combination, along with IMC Medical Group Holdings LLC, with special purpose acquisition company Deerfield Healthcare Technology Acquisitions Corp. to create a publicly traded technology-enabled care platform providing value-based care and chronic disease management to seniors.

DLA Piper partners and firm COO named to *Law360* 2021 Editorial Advisory Boards

10 May 2021

DLA Piper is pleased to announce that 11 of its lawyers, as well as firm COO Bob Bratt, have been named to *Law360's* 2021 Editorial Advisory Boards.

DLA Piper advises Stack Infrastructure in its issuance of US\$400 million of securitized notes

19 March 2021

DLA Piper represented Stack Infrastructure, Inc. in its issuance of US\$400 million of securitized notes at a fixed rate coupon of 1.877%.

DLA Piper advises BASF in the sale of its Kankakee, Illinois, manufacturing site and certain associated business divisions to One Rock Capital Partners

22 December 2020

DLA Piper represented BASF Corporation in the sale of its manufacturing site in Kankakee, Illinois, and the associated businesses of vegetable-oil-based raw material sterols and natural vitamin E, anionic surfactants and esters produced there to an affiliate of One Rock Capital Partners, LLC, a US-based private equity firm.

DLA Piper advises Exelon in US\$810 million agreement to sell solar business to Brookfield Renewable

9 December 2020

DLA Piper is representing Exelon Corporation (NASDAQ: EXC) and its subsidiary Exelon Generation Company in the sale of Exelon Generation's solar business to Brookfield Renewable Partners for US\$810 million.

DLA Piper advises Analytical Graphics in its US\$700 million sale to Ansys, Inc.

3 December 2020

DLA Piper represented Analytical Graphics, Inc. (AGI) in its US\$700 million sale to Ansys, Inc.

DLA Piper advises MEDNAX in its US\$885 million sale of MEDNAX Radiology Solutions to Radiology Partners

15 September 2020

DLA Piper represented MEDNAX, Inc. in the sale of MEDNAX Radiology Solutions to Radiology Partners for US\$885 million.

DLA Piper advises outsourced customer care provider IBEX in US\$90.5 million IPO

13 August 2020

DLA Piper represented IBEX Limited(Nasdaq: IBEX), a portfolio company of The Resource Group, in its initial public offering of US\$90.5 million of common stock. Citigroup Global Markets Inc. and RBC Capital Markets, LLC served as joint book-running managers for the offering.

PRO BONO

Rita continues to assist immigration clients through DLA Piper's pro bono asylum program.