Gina Hancock

Partner

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Dallas



Gina Hancock is a partner in the Dallas office. She practices in the firm's Executive Compensation and Employee Benefits Practice Group. Gina has significant experience with executive compensation, complex domestic and international transactional matters, initial public offerings, health and welfare benefit plans, retirement plans, and related matters. Her practice focuses on all aspects of equity compensation; employee stock purchase plans; 401(k), pension and nonqualified deferred compensation plans; executive employment, severance, retention, change in control and restrictive covenant agreements; incentive compensation; and cafeteria and other welfare benefit plans. She also provides advice with respect to general corporate governance and disclosure matters.

Gina is ranked in Band 2 by *Chambers USA 2026*, named on *Law360's* 2025 Rising Stars list, and on the 2025 *Best Lawyers: Ones to Watch® in America* list for Employee Benefits (ERISA) Law.

Representative Experience:

- Advised SpaceX on its groundbreaking $75 billion initial public offering and dual listing on Nasdaq and Nasdaq Texas.
- Represented CECO Environmental, a leading environmentally focused, diversified industrial company, on compensation and benefits matters in its $2.2 billion merger with Thermon Group.
- Advised SpaceX on its $1.25 trillion acquisition of xAI, an artificial intelligence platform.
- Represented Lone Star Funds on its $4.775 billion agreement to sell SPX FLOW, provider of industrial, health and nutrition technologies, to ITT.
- Advised on compensation, benefits and employment matters in C&S Wholesale Grocers's $1.77 billion acquisition of SpartanNash®.
- Represented Pioneer Natural Resources Company in its $60 billion merger with ExxonMobil.
- Routinely advises Fortune 500 companies on SEC disclosure requirements, executive compensation arrangements and equity compensation programs.
- Advised Lone Star Funds in $2.3 billion sale of AOC to Nippon Paint Holdings.
- Represented Platinum Equity on its majority investment in Kohler's Energy Division (now Rehlko).
- Advised numerous life sciences companies on go-public business combination transactions.
- Provided compensation, benefits and employment advice to Citation Capital in connection with its acquisition of Cibo Vita.

Capabilities

Executive Compensation and Employee Benefits

Mergers and Acquisitions

Securities Regulation and Corporate Governance

Credentials

Education

Georgetown University - 2015 Juris Doctor

Oklahoma State University - 2012 Bachelor of Science

Admissions

Texas Bar

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- Advised on compensation and benefits matters in Heska Corporation's $1.3 billion strategic acquisition by Mars, Inc.
- Represented Petco Health and Wellness Company, Inc. on compensation matters in its $993.6 million initial public offering.

Gina graduated from Georgetown University Law Center in 2015, where she served on The Tax Lawyer. In 2012, she earned a Bachelor of Science in Business Administration, Accounting, *summa cum laude*, with honors, from Oklahoma State University.

Prior to joining Gibson Dunn, Gina was an Executive Compensation and Benefits associate in the Dallas office of an international law firm.

Gina is admitted to practice law in the State of Texas.

Recent Publications and Speaking Engagements:

- “Clarifications, Reversals and Expansions: Corp Fin Delivers Helpful Updates to Guidance” (January 2026)
- “The Tax Rules on Executive Payouts in Mergers: Sections 280G and 4999,” myLawCLE (October 2025)
- “Deal-Proof Your Comp Plans: What’s Trending in M&A,” NASPP (October 2025)
- “Riding Out the Storm: A (Non-Exhaustive) Punch List for Compensation in Volatile Times” (April 2025)
- “Incentive Equity for Public and Private Companies,” Dallas Bar Association (March 2025)
- Webcast: Restrictive Covenants: Key Considerations for 2025 (February 2025)
- “ECEB Considerations in M&A Transactions,” Dallas Bar Association (July 2024)
- “Delaware Court of Chancery Invalidates Elon Musk’s $55.8 Billion Equity Compensation Package” (February 2024)
- “Executive Compensation Disclosure Handbook: A Practical Guide to the SEC’s Executive Compensation Disclosure Rules,” Donnelley, February 2023 (co-author with Elizabeth Ising, Krista Hanvey, Geoffrey Walter, Heather Marshall, Brian Myers and Steve Seelig)
- “Pay vs Performance, Clawbacks & Other Recent Developments,” Dallas Bar Association (February 2023)
- “SEC Releases Final Pay Versus Performance Rules” (August 2022)

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