

Zoe Wachter

Associate Attorney

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Dallas

Zoe Wachter is an associate in the Dallas office of Gibson Dunn, where she practices with the firm's Executive Compensation and Employee Benefits Practice Group.

Zoe advises public and private companies on the full spectrum of compensation and benefits matters. She brings deep experience navigating complex regulatory frameworks, including Sections 409A, 280G, and ERISA, and partners closely with clients to design, implement, and maintain equity compensation plans, deferred compensation arrangements, employment agreements, and incentive structures that align with business goals and legal requirements.

Prior to joining Gibson Dunn, Zoe was an associate in the New York office of another leading law firm.

She earned her J.D. with honors from Emory University School of Law in 2019, where she served as Notes and Comments Editor for the *Emory Law Journal*. In 2016, Zoe earned a Bachelor of Arts in History, *magna cum laude*, with high honors from the University of Georgia.

Zoe is admitted to practice law in the State of New York and the State of Texas.



Capabilities

Executive Compensation and Employee Benefits

Credentials

Education

Emory University - 2019 Juris Doctor
University of Georgia - 2016 Bachelor of Arts

Admissions

New York Bar
Texas Bar