

Nicole Waterstradt

Of Counsel

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Nicole Waterstradt is of counsel in the Executive Compensation & Employee Benefits Practice Group, where she advises public and private companies on a broad range of executive compensation matters, including equity and incentive compensation arrangements, executive employment and separation agreements, change-in-control agreements, and deferred compensation programs.

Nicole also has extensive experience counseling clients on the design, administration, and regulatory compliance of employee benefit programs. Her practice encompasses qualified retirement plans, including 401(k) and pension plans, as well as health and welfare benefits and supplemental executive retirement plans (SERPs). She regularly advises clients on complex issues arising under ERISA, HIPAA, the Affordable Care Act (ACA), and PBGC regulations, and has guided organizations through Department of Labor audits, plan corrections, transaction-related due diligence, and large-scale benefits administration and vendor outsourcing initiatives.

Prior to joining the firm, Nicole served as in-house Legal Counsel at ONEOK, Inc., a publicly traded energy company, where she was the sole legal advisor responsible for the company's executive compensation and employee benefit programs.

Nicole earned her J.D., *cum laude*, from the University of Cincinnati College of Law and her B.A., *magna cum laude*, from the University of Toledo.



Capabilities

Executive Compensation and Employee Benefits

Credentials

Education

University of Cincinnati - 2012 Juris Doctor

University of Toledo - 2007 Bachelor of Arts

Admissions

Texas Bar