Fenwick Expands Boston Office with Executive Compensation Partner Jim

BOSTON, June 2025 – Fenwick has announced the continued expansion of its Boston office with the addition of Jim Hauser as a partner in the firm's Executive Compensation and Employee Benefits practice.

Hauser brings decades of experience advising technology and life sciences companies, investors, and executives on compensation planning across all stages of growth. From early-stage startups to mature public companies, he has guided clients through key inflection points, including IPOs, M&A transactions, and leadership transitions.

At Fenwick, Hauser will work closely with clients to develop customized executive compensation and benefits strategies that meet the evolving demands of innovation-driven businesses. His practice includes:

- Designing and negotiating executive and equity compensation plans
- Advising on corporate governance and regulatory compliance
- Navigating compensation-related issues during mergers and acquisitions
- Addressing complex tax rules, including Sections 280G and 409A
- Providing insights into ERISA matters, particularly in private equity and fund contexts

"Jim's addition reflects our strategic focus on building a strong, multidisciplinary corporate team in Boston," said Richard Dickson, Fenwick's firmwide chair. "His deep expertise in executive compensation and employee benefits enhances the

value we bring to clients in this fast-evolving market."

"We are excited to welcome Jim," added Alan Smith, Chair of Fenwick's Corporate Group. "His experience advising high-growth companies in technology and life sciences further strengthens our ability to help clients recruit, retain, and reward their top talent."

Hauser joins Fenwick's growing Boston office, which launched earlier this year with a dedicated life sciences intellectual property team, including IP partners Drs. Matthew Pavao, Heidi Erlacher, and Chen Chen.

"Boston is a hub for innovation, and Fenwick is building a team to match that momentum," said Hauser. "I look forward to helping our clients design compensation programs that align with their growth strategies and business goals."

About Fenwick

Fenwick is a top-tier law firm dedicated to supporting technology and life sciences companies and their investors throughout every stage of growth from early funding rounds to global public offerings. With over 600 professionals, including lawyers, patent agents, engineers, and scientists, Fenwick delivers deep legal and technical expertise across corporate, IP, litigation, and regulatory matters.

Recognized as Law360's 2024 Practice Group of the Year for both Life Sciences and Technology. Fenwick is consistently ranked among the leading law firms by Chambers USA. Learn more at www.fenwick.com.