

Matt Renaud

Partner

mrenaud@jenner.com

He / Him

Office

Chicago

Phone

+1 312 923 2958

Areas of Focus

Corporate

Employee Benefits and
Executive Compensation

Life Sciences

Mergers and Acquisitions

Public Company Advisory
Group



Overview

Matt Renaud advises businesses and individuals in complex executive compensation matters that involve employment, equity, and separation agreements. Matt also helps companies navigate challenges to their employee benefit plans stemming from investment matters, ERISA fiduciary issues, complex corrections, and audits. He serves as Chair of the firm's Employee Benefits and Executive Compensation Practice.

Matt offers clients strong deal experience and instincts for how benefit issues can arise in transactions. He focuses on simplifying complex matters to limit risk and ensure compliance. With Matt's guidance, compensation committees, management, and individuals negotiate and document complex executive compensation arrangements, steer through problems with employee benefit plan design and compliance and address issues that arise in acquisitions and divestitures.

As a Fellow of the American College of Employee Benefits and adjunct professor at the Northwestern Pritzker School of Law, Matt has more than 30 years of experience in all areas of employee benefits and executive compensation. He helps clients in the aerospace and defense, technology, life sciences, and cannabis industries assess their alternatives based on his experience and market knowledge. Prior to college, Matt was a Pershing II nuclear missile crewman in West Germany with the US Army.



In stressful executive compensation and M&A matters, I help clients by calming the room, presenting alternatives, and guiding good decisions”

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- Corporate
- Employee Benefits and Executive Compensation
- Life Sciences
- Mergers and Acquisitions
- Public Company Advisory Group
- Hedge, Investment, and Private Equity Funds

Representative Matters

- Represented Aerojet Rocketdyne Holdings, Inc. in its agreement to sell itself to Lockheed Martin in a \$5 billion all-cash merger transaction, an agreement that was subsequently terminated due to antitrust regulatory hurdles
- Represented General Dynamics in its \$9.7 billion acquisition of CSRA
- Represented Lonza Group in its \$630 million sale of its Water Care business to Platinum Equity
- Represented Snyder's-Lance in its \$6.1 billion sale to Campbell Soup
- Represented General Motors in its \$50 billion Section 363 sale out of bankruptcy

Credentials

Admissions

- Illinois, 1992

Education

- University of Michigan Law School, JD, *cum laude*; Contributing Editor, *Michigan Law Review*, 1992
- University of Michigan, BSE, *cum laude*, 1989

Service / Recognition

Awards

- *The Best Lawyers in America*, Employee Benefits (ERISA) Law, 2014-2022, 2024, 2026
- *Chambers USA*, Labor & Employment: Employee Benefits & Compensation (Illinois), 2018-2025
- *Illinois Super Lawyers*, Employee Benefits/ERISA, 2009-2024

- Leading Lawyers Network, Employee Benefits, 2012-2019
- *Legal 500*, Labor and Employment - Employee Benefits and Executive Compensation, 2016-2020; Labor and Employment - Employee Health and Retirement Plans, 2017, 2018, 2020, 2021

Service to the Bar

- American Bar Association, Past Co-Chair, Labor and Employment Section, Sub-Committee on Retirement Plan Design, Qualification & Administration, Employee Benefits Committee of Labor Law Section
- American College of Employee Benefits Counsel Fellow
- Chicago Bar Association, Chair, Employee Benefits Committee, 2010-2011; Vice Chair, Employee Benefits Committee, 2009-2010