

Sonia Macias Steele

Counsel

ssteele@goulstonstorrs.com

Boston: +1 617 574 0549



Sonia Macias Steele advises public and private companies on all matters relating to executive compensation and the full spectrum of employee benefit programs, including individual employment agreements, severance plans, equity compensation, paid leave, noncompetition agreements, qualified and nonqualified retirement plans, health and welfare programs, and other fringe benefit programs.

Sonia's clients rely upon her particular talent for translating complex tax code into digestible segments and providing practical, innovative solutions. Sonia has worked at leading law firms and corporations throughout the nation. She also served as Assistant Vice President and Counsel for a Fortune 500-ranked financial services group.

Sonia is also a go-to resource for mission-driven organizations, where she counsels senior leadership through the development of compensation and benefit plans for their employees. She understands the unique optics of non-profit organizations, allowing them to maintain transparency to all constituents.

Before law school, Sonia was a Human Resources generalist at a national power company, where she provided benefits and employment support for the company's unionized and non-unionized workforce.

Affiliations

- American Bar Association
- The Latina Circle

Admissions

- Massachusetts
- Illinois

Education

- Duke University School of Law (J.D., 2003)
- Duke University Fuqua School of Business (M.B.A., 2003)
- Georgetown University (B.A., 1996)

Representative Matters

Executive Compensation

Designs and drafts executive compensation employee benefit plans.

Merger & Acquisition Review and Analysis

Performs due diligence review and analysis on compensation, benefits, and employment issues for mergers and acquisitions.

Employee Benefit Plan Design and Compliance

Represents clients in all areas of employee benefit plan and equal employment communications.

Benefit Plan Strategy and Implementation

Provides legal guidance for benefit plan strategy and implementation.

Compliance Under Federal Laws

Provides guidance to clients on compliance under federal laws such as ERISA, COBRA, HIPAA, FMLA and the tax code (including Section 409A).

Equity Award Plans

Designs and drafts equity award plans and tax qualified employee benefit plans.

Examinations and Audits

Handles examinations and audits by the IRS, Department of Labor, and Department of Health & Human Services, as well as state agencies.

Employment Negotiations and Plans for Non-Profit Organizations

Advises non-profit organizations in connection with the full range of employment negotiations and plans.

Commitment to Education

Sonia teamed up with a pediatrician friend and her local library to create a "Saturday Science" program for children in grades kindergarten through 5th grade. The program encourages kids to interact with the world around them and tap into their natural curiosity. Sonia encourages kids to have hands-on fun while learning about female scientists in a broad range of STEM disciplines. Her

commitment and passion for deciphering the world around her is unwavering and the results are incredibly positive for everyone.

Publications

February 15, 2019

Breaking Down the New Massachusetts Noncompete Rules for Employees

August 16, 2018

Five Steps You Can Take Starting Today to Get Ready for New Noncompete Legislation

April 17, 2018

Equal Pay Act Is Closing In On Mass. Employers

Law360