

Elisabeth Leone Baldwin

Associate

Charlotte

elisabeth.baldwin@troutman.com

D 704.998.4073



OVERVIEW

Elisabeth represents clients in a wide range of employee benefits and executive compensation matters.

Her practice includes advising on retirement, health and welfare, and equity and incentive-based compensation plans, with a focus on plan design, drafting, and compliance with ERISA and Section 409A. Elisabeth also counsels clients on the employee benefits and executive compensation aspects of corporate transactions, including benefits-related due diligence in M&A transactions.

Before law school, Elisabeth spent more than a decade in North Carolina and Texas schools as a classroom teacher, assistant director of development, and instructional specialist.

TOP AREAS OF FOCUS

- [Employee Benefits + Executive Compensation](#)
- [Executive + Equity-Based Compensation](#)
- [Mergers + Acquisitions](#)
- [Tax-Qualified Retirement Plans](#)

ALL AREAS OF FOCUS

- [Corporate](#)
- [Employee Benefit Guidance on Workforce Transitions](#)
- [Employee Benefits + Executive Compensation](#)
- [Executive + Equity-Based Compensation](#)
- [Mergers + Acquisitions](#)
- [Plan Governance, Investment + Fiduciary Issues](#)
- [Tax-Qualified Retirement Plans](#)

EDUCATION AND CERTIFICATIONS

EDUCATION

- University of North Carolina, J.D., *with high honors*, 2023, Millard S. Breckenridge Prize in Law Awardee; symposium editor, *North Carolina Law Review*
- The University of Texas at Austin, M.Ed., 2012
- Canisius College, B.A., *summa cum laude*, 2007

BAR ADMISSIONS

- North Carolina

PUBLICATIONS

- Co-author, "How to Handle NQDC Plan Benefits in a Divestiture," *Troutman Pepper Locke*, April 21, 2026.