

## Olivia Stitz

Associate

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Liv counsels private and publicly traded companies on all aspects of executive compensation matters. She prides herself on forward-thinking, practical advice when helping clients navigate complex compensation issues.

### OVERVIEW

Liv handles all facets of the executive compensation field. She collaborates with both public and private sector clients to draft, design, and prepare comprehensive employment agreements and incentive compensation arrangements tailored for directors, executive officers, and senior managers.

With a keen understanding of the evolving proxy disclosure landscape, Liv guides public companies through intricate proxy statement disclosure requirements and related corporate governance issues. Her strategic insights aid clients in remaining compliant and enhancing corporate transparency.

In addition, Liv provides support to clients navigating critical executive compensation challenges during major transactions, such as mergers and acquisitions and initial public offerings.

Liv is also a contributing author to the LexisNexis Securities Practice Guide.

Prior to joining the firm, Liv was an associate at two global law firms.

### REPRESENTATIVE MATTERS

- Redesigned a public company's equity incentive plan, including updating outdated legal requirements, obtaining favorable recommendations from proxy advisory firms, and prepared related shareholder proxy materials.
- Drafted compensation-related arrangements, plans and policies in preparation of private company IPO.
- Overhauled public company client's proxy statement in wake of failed say-on-pay vote to obtain favorable recommendation from proxy advisory firms.
- Implemented perquisite policy and coordinated with key stakeholders in tracking and reporting perquisites following SEC enforcement action for failure to properly report personal benefits provided to NEOs.
- Analyzed and calculated parachute payments and prepared corresponding documentations related to a private company's 280G parachute vote in connection with key M&A transaction.

## TOP AREAS OF FOCUS

- [Employee Benefits + Executive Compensation](#)
- [Executive + Equity-Based Compensation](#)
- [Mergers + Acquisitions](#)

## ALL AREAS OF FOCUS

- [Capital Markets](#)
- [Corporate](#)
- [Corporate Governance](#)
- [Employee Benefits + Executive Compensation](#)
- [Executive + Equity-Based Compensation](#)
- [Mergers + Acquisitions](#)
- [Tax](#)

## EDUCATION AND CERTIFICATIONS

### EDUCATION

- Arizona State University Sandra Day O'Connor College of Law, J.D.
- University of South Alabama, B.A.

### BAR ADMISSIONS

- California

## PUBLICATIONS

- Co-author, "[How to Handle NQDC Plan Benefits in a Divestiture](#)," *Troutman Pepper Locke*, April 21, 2026.
- Co-author, LexisNexis Securities Practice Guide (2024, 2025).