



## Aly G. Winters

ASSOCIATE

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### OVERVIEW

**Aly assists clients with questions regarding employee benefits and executive compensation.**

Aly first discovered her passion for tax as a law student—she knew she loved solving problems and puzzles, and she had always been a logical, analytical thinker with a gift for details. It was a perfect combination for working with the tax code, and Aly immersed herself in tax-related coursework. She also pursued a semester abroad in London, where she studied international tax and the practice of tax law overseas. After completing her initial law degree, Aly went on to enroll in a Master of Laws in Taxation program.

At the beginning of her career, Aly joined the International Tax Services office of a Big Four accounting firm, where she assisted with cross-border transactions. The experience gave her a helpful perspective on tax work outside the legal world and how best to collaborate with non-attorneys—a background she regularly draws on in her work with firm clients today. Aly later took a position at a law firm where she began to focus on executive compensation and benefits, reviewing employment agreements and equity plans and analyzing related tax questions.

At Husch Blackwell, Aly counsel clients on matters such as equity-based compensation, executive employment agreements, incentive plans, non-qualified deferred compensation agreements, retirement plans (including ESOPs), and compliance with the Employee Retirement Income Security Act (ERISA) and with Internal Revenue Code Sections 162(m), 280G and 409A. She serves as a resource for a variety of firm practice groups and clients across multiple industries, and she particularly enjoys integrating

### Services

Employee Benefits & Executive Compensation

Employee Stock Ownership Plans

Equity, Incentive, & Deferred Compensation

Tax

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practice areas, viewing different legal questions through the lens of tax law and compensation. Known for both her collaborative nature and problem-solving skills, Aly loves nothing more than collaborating with fellow attorneys and internal client teams.

## Experience

- Reviewed business contracts and operating agreements for various entity types. Advised partnerships on tax consequences.
- Assisted clients with due diligence and managing deal lifecycles.
- Reviewed equity plans and employment agreements.
- Analyzed and researched tax matters relating to compensation, employee benefits and other labor law matters.
- As part of international M&A tax services team at accounting firm, assisted with due diligence and structuring for cross-border mergers and acquisitions. Researched and analyzed international and domestic tax issues. Drafted due diligence reports and structuring step plans. Reviewed domestic and foreign entities tax forms.

## Education

- LL.M., New York University School of Law
- J.D., University of Florida Fredric G. Levin College of Law
  - *cum laude*
  - CALI Awards: Intellectual Property Survey, International Commercial Arbitration (both earned while a visiting student at Pepperdine Caruso School of Law in London)
  - Pro Bono Certificate
- B.S., Hannibal LaGrange University
  - *magna cum laude*

## Admissions

- Missouri

## Community Leadership

Aly is a member of the St. Louis Sports Commission, which seeks to make the St. Louis community a better place through sports. The group organizes fundraising drives for scholarships, offers networking opportunities and hosts events for young professionals.



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