



R. Scott Kilgore

PARTNER

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R. Scott Kilgore is an experienced corporate lawyer with a practice focused on the representation of companies and executives in matters involving employment (particularly with respect to executives), executive compensation and employee benefits. He has represented individuals, startups and domestic and multinational corporations in a variety of transactions and has provided valuable advice relating to employees and compensation, including ERISA, tax and securities counseling.

Mr. Kilgore regularly drafts and negotiates employment, retention, severance and parachute agreements for employers and individuals, both as a part of transactions and as individual advice. He designs, and advises on the implementation of, executive, equity and deferred compensation programs. Mr. Kilgore represents domestic and multinational corporations in the employment and benefits issues arising from acquisitions, dispositions and public offerings. He provides or oversees multidisciplinary advice relating to employees or compensation, including ERISA, tax and securities counseling, as well as the web of employment and disclosure laws that govern the workplace. Mr. Kilgore's clients range in size from individual executives to start-ups to multinational corporations.

Professional Activities

Mr. Kilgore is a member of the business, tax (executive compensation) and labor sections of the American Bar Association and the National Association of Stock Plan Professionals. He was the Moderator of the Executive Compensation and Employee Benefits Forum on Counsel Connect, an online forum for lawyers, from 1994 to 1998.

Solutions

Experience

Drafting and negotiating the key employment and compensation documents on behalf of the management team in a \$3 billion acquisition of a financial services firm

Representing a major media company and a health claims auditing firm with respect to executive compensation and senior executive employment matters

Advising a large government and defense contractor on employment and benefits issues in a major acquisition

Providing human resources and benefits guidance to a student loan manager with respect to acquisitions and dispositions

Advising companies with respect to multistate downsizings and layoffs, including WARN Act and severance issues

Recognition

- Named a 2023 Lawyer Lifetime Achievement Member by *Washingtonian* magazine
- Chosen as a 2013–2023 Washington DC *Super Lawyer* in the area of Employment and Labor
- Selected by peers for inclusion in *Best Lawyers in America* for his work in employee benefits law in 2020–2024
- Selected by *Northern Virginia Magazine* in 2016 as a top lawyer in the area of tax (for his work on executive compensation)
- Recommended in the 2016–2019 editions of *The Legal 500 United States* in the labor and employment: employee benefits, executive compensation and retirement plans, transactional
- Selected by *Washingtonian* magazine in 2007–2015 as one of the top lawyers in Washington DC in the area of tax (for his work on executive compensation)
- Lead local partner in what *Corporate Intl Magazine* designated as the 2014 "Executive Compensation Law Firm of the Year" in Washington DC
- Recognized as a Washington DC leader in employee benefits and executive compensation in the 2009–2013 editions of *Chambers USA: America's Leading Lawyers in Business*. In 2011, he was designated a Notable Practitioner and credited for his efficiency, for the breadth of his practice and for being "extremely knowledgeable."

Credentials

EDUCATION

JD, University of Virginia
School of Law, 1985

*Member, Virginia Law Review;
Order of the Coif*

BA, Virginia Tech, 1982

summa cum laude

ADMISSIONS

Virginia

District of Columbia