



Lecia D. Johnson

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Milwaukee

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Milwaukee, WI 53202

Practice Areas

Employee Benefits

Tax

Admissions

Wisconsin

Education

Juris Doctor, University of Iowa College of Law, *with distinction*

Bachelor of Arts, Illinois Wesleyan University, 1997, French and International Business, *magna cum laude* with research honors in French

Lecia Johnson is a shareholder in the Tax and Employee Benefits practices in Milwaukee.

Lecia counsels both publicly traded and privately held companies, as well as executives, on compensation planning matters such as equity compensation arrangements, nonqualified deferred compensation arrangements, short-term and long-term incentive compensation programs and other similar arrangements. Lecia also advises companies on compensatory life insurance arrangements and severance agreements. She has assisted clients with domestic compensation arrangements, as well as foreign compensation arrangements, both as applied to U.S. persons working abroad and foreign persons working in the U.S. Lecia also assists clients with compensation matters that arise in mergers & acquisitions. In particular, she works with clients to assess the impact of parachute payments on both employees and employers.

Lecia works closely with many of our publicly traded clients concerning their proxy compensation disclosures. She has also been actively involved in assisting clients with compliance under Section 409A of the Internal Revenue Code.

In addition to her work in compensation planning, Lecia works with tax-exempt clients, including community foundations, to navigate the tax laws applicable to such organizations. In addition to other topics, she advises on structuring issues for relationships between related tax-exempt organizations and also provides advice on how to structure simple or complex grants from donors to tax-exempt organizations.

Professional Association Memberships

Milwaukee Bar Association
National Association of Stock Plan Providers

Activities

Forest Home Cemetery – Board Chair
Forest Home Historic Preservation Association – Board Member
Godfrey & Kahn Women's Leadership Forum – Committee Member

Honors

Named a 2016 recipient of the *Wisconsin Law Journal's* elite Women in the Law award
Named Professional Advisor of the Year by the Greater Milwaukee Foundation (2015)
Recognized as a *Wisconsin Rising Star* (2009 - 2014)
Recognized as 2022 *Notable Women in Law* by *BizTimes*
Listed in *Best Lawyers in America* (Tax Law, 2025)