



Melissa R. Grim

Chair, Executive Compensation &
Employee Benefits Practice Group

Chicago

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Overview

Melissa Grim focuses her practice on employee benefits and executive compensation-related matters. She has extensive experience counseling private equity funds and other public and private companies on benefits, ERISA, and executive compensation issues (including Code Section 409A and 280G issues) that arise in mergers and acquisitions, divestitures, carve-outs, restructuring, and ESOP transactions.

Melissa regularly advises clients on the design, structuring, implementation, and ongoing administration and compliance for qualified and nonqualified retirement plans, health and welfare plans, equity and long-term incentive plans, and other benefit and compensation arrangements. She also represents clients in handling and negotiating inquiries, audits, investigations and assessments, advisory or other ruling requests, and voluntary compliance correction matters with government agencies, such as the Internal Revenue Service, the U.S. Department of Labor and the Pension Benefit Guaranty Corporation.

In the context of corporate transactions, her approach is centered around creating value for the client in each phase of the deal, including a unique focus on helping acquisitive companies and private equity funds and their portfolio companies navigate the human capital and people operations aspects of post-deal transition and integration. Melissa regularly counsels clients on creating value creation plans, developing acquisition “playbooks” to drive efficiency and mitigate risk in add-on and tuck-in transactions, and designing policies and procedures, as well as benefit and compensation plans and programs, that incentivize performance and incorporate best practices, industry trends, changes in the legal landscape, and the company’s or private equity fund’s goals and strategic initiatives.

Representative Matters

- Represented Astō Consumer Partners, a consumer-focused investment firm, in its \$105 million strategic investment in Starface World, Inc.
- Represented MyFitnessPal, a portfolio company of Francisco Partners, in its acquisition of Cal AI, the founder-led AI-powered calorie counting app.
- Represented Bochi Investments, LLC, in its equity acquisition of Marsee Foods, LLC, a wholesale bakery in Portland, Oregon.
- Advised Currier Plastics in its investment partnership with Sheridan Capital Partners.
- Represented Rover Group, Inc., the world’s largest online marketplace for pet care, in its acquisition of Meowtel Inc., the leading cat-sitting marketplace.
- Represented Bluestone Equity Partners on its strategic investment in Selkirk Sport, the leading pickleball equipment manufacturer.
- Served as legal counsel to Atmus Filtration Technologies in its \$450 million definitive agreement to acquire Koch Filter.
- Represented Harbor Global, a portfolio company of BayPine, in its acquisition of Encoretech, a specialized training and user adoption services company focused on the legal sector.

Credentials

EDUCATION

- DePaul University College of Law, J.D., *magna cum laude*
 - Order of the Coif
- Drake University, 2001, MBA
- Iowa State University, B.S.

BAR & COURT ADMISSIONS

- Illinois
- U.S. District Court for the Northern District of Illinois

Awards & Recognition

- Best Lawyers® “Lawyer of the Year”, Employee Benefits (ERISA) Law, 2025
- The Best Lawyers in America, Employee Benefits (ERISA) Law, 2023, 2024, 2025, 2026
- Crain’s Chicago Business “2024 Notable Women in Law”

News & Insights

- [Benesch Advises COEO Solutions on its Acquisition of S-NET Communications](#)
May 5, 2026 | Press Releases
- [Benesch Advises Astō Consumer Partners in Strategic Investment in Starface World, Inc.](#)
March 6, 2026 | Press Releases
- [Benesch Advises MyFitnessPal on Acquisition of Cal AI, the Viral Calorie App](#)
March 5, 2026 | Press Releases
- [Benesch Advises Rover Group, Inc. on Acquisition of Meowtel, Inc.](#)
February 4, 2026 | Press Releases
- [Benesch Advises Riata Capital Group on Acquisition of COEO Solutions](#)
February 2, 2026 | Press Releases
- [Benesch Advises Revelar Capital on Acquisition of Lettermen’s Energy, Building National Propane Platform](#)
February 2, 2026 | Press Releases
- [Benesch Advises Bluestone Equity Partners in Strategic Investment in Selkirk Sport](#)
January 30, 2026 | Press Releases
- [Benesch Advises Weinberg Capital Group on Acquisition of Pinson Valley Heat Treating, Bolstering Manufacturing Capabilities](#)
December 12, 2025 | Press Releases
- [Benesch Advises Harbor on Acquisition of Encoretch, Accelerating Digital Transformation Across the Legal Sector](#)
December 8, 2025 | Press Releases
- [Benesch Advises Atmus Filtration Technologies on \\$450 Million Agreement to Acquire Koch Filter Corporation, Establishing Industrial Air Filtration Platform](#)
December 2, 2025 | Press Releases

Speaking & Events

PAST EVENTS

- [Defined Benefit Plans Update | Melissa R. Grim](#)
January 15, 2026 | Speaking Engagement
- [How to Do a Deal, Part II: People and Plans | Melissa R. Grim](#)
January 15, 2026 | Speaking Engagement
- [Knockout Networking Roundtable | Melissa R. Grim, Megan L. Mehalko, Megan Ratia](#)
October 15, 2025
- [Executive Compensation and Incentives: Benchmarking and Uncovering Trends | Melissa R. Grim](#)
June 26, 2025 | Speaking Engagement

- Compensation Strategies and Benefits Considerations During Uncertain Times | Melissa R. Grim
June 17, 2025 | Firm Events