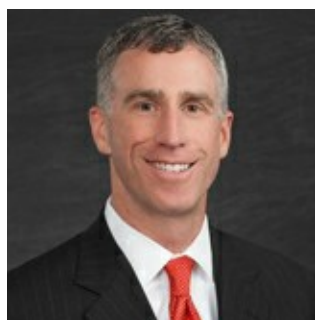


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Christopher D. Speer

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PROFILE

MEMBERSHIPS

NEWS & PUBLICATIONS

Chris is a shareholder who practices tax law in the Corporate and Securities section of the Dallas office. Chris' goal is to produce tax efficient results for his clients on a timely, "user friendly" and cost effective basis. Chris represents entrepreneurs and businesses of all sizes, ranging from start-ups to publicly traded companies. Chris' clients include businesses in a multitude of industries, including health care, insurance, manufacturing, media services, professional services, real estate, restaurant, and software development and services, among others.

Representative experience includes:

- Structure of purchase, sale, restructuring, reorganization and joint venture transactions. Transaction types include third party and internal taxable and tax free transactions involving 'C' corporations, consolidated groups, 'S' corporations, limited liability companies, limited partnerships, and transactions involving real estate.
- Design and implementation of incentive compensation arrangements for key employees and service providers, including incentive and non-qualified stock option plans, "profits interest" plans for limited liability companies and limited partnerships, phantom equity plans, and other cash incentive bonus plans.
- IRC Section 409A compliance review for employment agreements, severance agreements and non-qualified deferred compensation arrangements.
- Choice of entity analysis and implementation to maximize tax efficiencies.
- Negotiation and drafting of limited liability company and limited partnership agreements.
- Administrative resolution of federal and state tax controversies.
- Outsource general counsel services.

Chris has practiced tax law in multiple sophisticated environments providing him with a breadth of experience that allows him to better service client needs. Chris started his career in the business tax section of a prominent Dallas, Texas based law firm. He then joined a "Big Four" accounting firm as a Senior Manager in its national corporate tax practice. Seeking a more entrepreneurial environment, Chris then started a private law firm focused on business and tax law which he transitioned into Munsch Hardt in 2007.

AREAS OF PRACTICE

- [Corporate & Securities](#)
- [Corporate Taxation](#)
- [Mergers & Acquisitions](#)
- [Private Equity, Hedge Fund & Venture Capital](#)

EDUCATION

- Master of Law in Taxation from New York University School of Law

- Bachelor of Business Administration in Accounting from Southern Methodist University
- Juris Doctor from Southern Methodist University, Dedman School of Law
 - Order of Coif

AWARDS & HONORS

- AV® Preeminent™ Peer Review Rated, Martindale-Hubbell
- Best Lawyers in Dallas - Tax, D Magazine, 2013, 2015, 2017
- Super Lawyers, Thomson Reuters, 2006

BAR ADMISSIONS

- Texas