

Snell & Wilmer



Thomas R. Hoecker

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Main Bio

Prior to his transition to “of counsel” status, Tom led the firm's Employee Benefits and Executive Compensation practice. He regularly assisted employers in the design, documentation and implementation of qualified and non-qualified retirement plans and executive compensation programs (including equity based compensation programs) and compliance with the requirements of the Internal Revenue Code and the Employee Retirement Income Security Act of 1974 ("ERISA"). He was a regular speaker, both nationally and locally, on issues involving executive compensation and the responsibilities of fiduciaries of ESOPs and other benefit plans.

Tom also was a member of the firm's five-person Executive Committee from 1999 to 2017 and continued to serve on the expanded Executive Committee until his retirement as of January 1, 2019.

Tom continues to be available to consult with the other members of the Employee Benefits and Executive Compensation group as needed.

Education

- University of Illinois College of Law (J.D., with honors, 1975)
 - Notes and Comments Editor, University of Illinois Law Forum
 - Member, Order of the Coif
- Northern Illinois University (B.S., Finance, with honors, 1972)
 - Wall Street Journal Award (highest GPA in Finance Department)

Professional Memberships & Activities

- American Bar Association
- Maricopa County Bar Association
- American College of Employee Benefits Counsel
- American Bar Foundation

Professional Recognition & Awards

- American College of Employee Benefits Counsel, Charter Fellow
- American Bar Foundation, Fellow
- The Best Lawyers in America®, Employee Benefits (ERISA) Law (1995-2023), Mutual Funds Law (1995-2023)

- Lawyer of the Year, Phoenix Employee Benefits (ERISA) Law (2013)
- Southwest Super Lawyers®, Employee Benefits/ERISA (2007, 2011-2021)
- Super Lawyers®, Employee Benefits/ERISA - Corporate Counsel Edition (2008)
- Ranking Arizona: The Best of Arizona Attorneys, Employee Benefits Law (2010-2011)
- Arizona's Finest Lawyers
- Best of the Bar, The Business Journal (2004)