



# Traci M. Clements

Partner

[tclements@foxrothschild.com](mailto:tclements@foxrothschild.com)



Dallas, TX

Tel: 214.231.5800

Fax: 972.404.0516

Traci advises middle-market businesses on employee benefits, executive compensation and labor and employment matters, with a particular focus on ERISA compliance and practical, day-to-day problem solving.

Drawing on her experience as former in-house counsel and an HR professional, she often serves as an outside general counsel for clients who want clear answers, efficient execution, and advice that works in the real world, not just on paper.

Clients rely on Traci to anticipate risk, manage complexity, and provide steady guidance across both routine workplace issues and high-stakes moments. She handles employee benefits counseling and compliance, including health and welfare plan drafting, retirement plan corrections (self-correction, VCP, and VFCP), and executive compensation matters such as nonqualified deferred compensation plans and guidance related to ACA, ERISA, and IRC Sections 409A and 280G.

She also frequently supports corporate transactions by identifying and resolving benefits-related issues during diligence, helping clients surface and fix problems before they become deal disruptors.

Traci counsels employers on labor and employment matters, including workplace policies, training, and executive employment agreements. When issues extend beyond her core practice, she acts as the client's first call and coordinates seamlessly with colleagues across Fox Rothschild's national platform. Clients value having a single point of contact who understands their business, assembles the right resources, and keeps matters moving without unnecessary friction.

Her approach to client service is grounded in trust and clarity. Traci listens carefully, breaks complex issues into manageable pieces, and pairs the academic answer with the practical path forward. The result is pragmatic guidance that helps clients stay compliant, manage risk, and move forward with confidence.

Before joining Fox Rothschild, Traci served as in-house counsel for construction, insurance, and technology companies and practiced at local and regional law firms.

## Services

- Employee Benefits & Compensation
- Labor & Employment
- Corporate

## **Beyond Fox Rothschild**

Traci completed the Leadership North Texas Graduate Program, aimed at developing and supporting Dallas-Fort Worth individuals' commitment to civic engagement and learning, and has served her community on corporate boards and committees.

## **Before Fox Rothschild**

Traci joined us from a Texas law firm where she was a partner and chair of the Women's Initiative Committee. She previously practiced at local and regional firms, and served in-house as general counsel for construction and insurance companies and as in-house counsel for a technology/telecom company.

## **Bar Admissions**

- Texas

## **Court Admissions**

- U.S. Supreme Court

## **Education**

- Texas Wesleyan University School of Law (J.D., 2004)
- Texas Tech University (B.A., 1994)