



# Greg M. Daugherty

Greg focuses his practice on executive compensation and employee benefits matters for publicly traded and privately held companies and nonprofit organizations. He has extensive experience assisting business owners with their succession planning needs through the implementation of employee stock ownership plans (ESOPs).

Greg's executive compensation and employee benefits experience consists of assisting employers with design, implementation, and compliance issues related to qualified and nonqualified retirement plans, stock and non-stock based incentive programs, employment agreements, severance agreements, and change-in-control and parachute agreements. He provides advice related to ERISA fiduciary and 409A compliance and strategic planning, including advising companies on compensation and benefits issues in connection with mergers, acquisitions, and spinoffs. Greg also assists employers with benefit plan correction programs offered by the Department of Labor and Internal Revenue Service.

Greg's ESOP experience consists of assisting companies with the design and implementation of ESOPs and representing companies in stock purchase transactions involving the company, sellers, and the ESOP. Greg also assists both companies and lenders in connection with loans made to ESOP-owned companies. He provides ongoing counsel to ESOP-owned companies, assisting with ERISA fiduciary questions and with the implementation of incentive compensation arrangements that facilitate an employee ownership culture.

## Bar Admissions

Ohio

## Presentations

- "ESOPs: A Tax Savvy Business Succession Plan," Institute of Management Accountants Akron, Ohio Chapter, May 15, 2019
- "Is an ESOP Right for my Business?" Porter Wright and Brady Ware, May 7, 2019
- "Financing the ESOP Transaction," Great Lakes Regional ESOP Conference, Oct. 19, 2018

## Partner

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## SOCIAL MEDIA

### Blogs

[bankingandfinancelawreport.com](http://bankingandfinancelawreport.com)  
[employeebenefitslawreport.com](http://employeebenefitslawreport.com)  
[employerlawreport.com](http://employerlawreport.com)  
[fedseclaw.com](http://fedseclaw.com)

### Twitter

@GDaughertyEsq

## EDUCATION

The Ohio State University Michael E. Moritz College of Law, J.D., *with honors*, 2004

Miami University, B.S., *summa cum laude*, 2001

## SERVICES

### Employee Benefits

- Nonqualified deferred compensation and executive compensation
- Retirement plans
- Tax-exempt and governmental employers

## SERVICES (CONTINUED)

### Employee Benefits

- Audits and correction
- ERISA fiduciary compliance

- “The Good, the Bad and the ERISA: An Overview of ERISA Claims, Procedures and Best Practices,” Porter Wright Employment Relations Seminar, May 21, 2018
- “Employee Stock Ownership Plans (ESOPs): A Double Play for Your Business,” Clark Schaefer Hackett, May 2, 2018
- “ESOP Company Directors’ Duties,” Third Annual Great Lakes ESOP Conference, Oct. 19, 2017
- “ESOP Finance Introduction,” Conway Center for Family Business, Oct. 5, 2017
- “ESOPs: A Tax-Advantaged Succession Planning Vehicle,” Whalen and Company Summer Workshop Series, July 25, 2017
- “ERISA Fiduciary Responsibilities and Best Practices,” Columbus Retirement Plan Forum, Oct. 12, 2016
- “Navigating Rough Waters: The IRS, DOL and State Governments are Pirates on the Hunt to Reclassify Your Independent Contractors and Temps as Employees and Steal Your Loot,” Porter Wright Employment Relations Seminar, May 16, 2016
- “ESOPs – A Valuable Tool for a Closely-Held Business,” Lorman Education Services Webinar, March 30, 2016
- “Employee Stock Ownership Plans (ESOPs): A Tax-Advantaged Strategy,” Porter Wright Seminar, Sept. 23, 2014
- “Tax Strategies for Early Stage Investors,” Angel Capital Association Leadership Workshop, Sept. 19, 2014
- Know your legal rights,” Columbus Young Professionals Club, July 2014
- “The FAQs of ESOPs,” October 2013
- “Retirement Plan Selections and Evaluation,” Whalen and Company Summer Workshop Series, July 17, 2013
- “Hot Topics in Employee Benefits,” Zane State College Management and Human Resources Summit, May 16, 2013
- “Executive Compensation Issues for Tax-Exempt Organizations,” Lorman Education Services, March 2013
- “Internal Revenue Code Section 409A: What Now?” Columbus Bar Association Business Tax Committee Taxing Matters Series, Feb. 10, 2010
- “Coping with Final Section 409A Rules and Correcting 409A Failures,” Columbus Bar Association Employee Benefits Committee Meeting, Oct. 1, 2009

## Publications

- “Recent litigation provides lessons for employers and executives regarding nonqualified deferred compensation plans,” Bloomberglaw.com, July 2013

## Honors | Awards

- *Ohio Super Lawyers*®, Rising Stars Edition, 2019

- Benefits issues related to mergers and acquisitions
- ERISA and employee benefits litigation
- Health and welfare plans
- Equity and non-equity based incentive plans
- Employee Stock Ownership Plans (ESOPs)
- ERISA insurance and indemnification

## Labor & Employment

- Executive compensation

## Business Growth & Operation

- Executive compensation
- Business succession planning

## Tax, Estate Planning & Personal Wealth

## Mergers & Acquisitions

- Employee Stock Ownership Plans (ESOPs)

## Financial Institutions

- Mergers and acquisitions, and other regulatory matters

## PROFESSIONAL ASSOCIATIONS

- The ESOP Association
- Ohio Employee Ownership Center
- American Bar Association
- Columbus Bar Association, *Pension Advisory Committee*; *Employee Benefits Committee*, Chair 2011-2013

**Community**

- St. Christopher's Parish, Young Professional Group
- Kiwanis Club of Columbus
- Columbus Young Professionals Club, Education Coordinator, 2013-2017
- Miami University Alumni Association, Officer 2009-2013