



Greg M. Daugherty

partner

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 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
- Pennsylvania

PRESENTATIONS

- "How to Respond to Offers to Acquire Your ESOP-Owned Company," The ESOP Association Employee Owned Conference, Nov. 14, 2024
- "Building a Board to Sustain and Grow Your Company," The ESOP Association 2024 Great Lakes Regional Conference, Oct. 8, 2024

CONTACT

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SOCIAL MEDIA

Blogs

employeebenefitslawreport.com
bankingandfinancelawreport.com
employerlawreport.com
fedseclaw.com

LinkedIn

linkedin.com/in/gdaugherty/

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

- “Keeping Current: When to Amend Your ESOP for SECURE 2.0, Other Regulations, and General Administration Needs,” Ohio/Kentucky Chapter of The ESOP Association 2024 Thoroughbred Conference, July 31, 2024
- “ESOP Ownership Trusts,” Ohio Employee Ownership Center, June 19, 2024
- “ESOP Regulatory Update,” The ESOP Association National Conference 2024, May 10, 2024
- “ESOP Talks for Young Professionals: Leveraging Your Firm & How to Build Your Internal Networks,” The ESOP Association | The Professionals’ Forum 2024, Feb. 7, 2024
- “Avoiding Inadvertent 409(p) Violations,” The ESOP Association Employee Owned 2023 Conference, Nov. 9, 2023
- “ESOP Executive Compensation,” The ESOP Association 2023 Thoroughbred Conference, July 25, 2023
- “ESOP & Business Transition Seminar,” Porter Wright & Lazear Capital Partners, June 27, 2023
- “DOL Investigations & Litigation: Best Practices for Effective Legal Strategies,” The ESOP Association 2023 National Conference, May 18, 2023
- “Exit Planning & Future Trends in Family Business,” Conway Center for Family Business, May 16, 2023
- “Employee vs. Independent Contractor: Differences You Need to Know,” Conway Center for Family Business, April 27, 2023
- “Financing the ESOP Transaction,” The Ohio/Kentucky Chapter of The ESOP Association Spring Conference, March 23, 2023
- “Understanding Secure Act 2.0,” The Ohio/Kentucky Chapter of The ESOP Association Spring Conference, March 23, 2023
- “ESOP Talks for Young Professionals: Personal Marketing, Brand and Resourcing,” The ESOP Association | The Professionals’ Forum 2023, Feb. 8, 2023
- “Sustainable and Successful Executive Compensation Programs,” The ESOP Association National Conference, Nov. 11, 2022
- “Executive Compensation Plans that Harmonize Executive Incentives, ESOP Suitability and Fiduciary Duties,” “Assessing the Feasibility of an ESOP,” Great Lakes Regional ESOP Conference, Oct. 20-21, 2022
- “Financing the ESOP Transaction,” The ESOP Association Ohio/Kentucky Chapter, Aug. 4, 2022
- “Aligning Executive Incentives and ESOPs with SARs and Executive Compensation Plans,” “Hacking Your ESOP – The DOL’s ERISA Cybersecurity Guidance and How Plan Sponsors Can Respond to the Risks and Fiduciary Duties,” Great Lakes Regional ESOP Conference, Sept. 27-28, 2021
- “Post-Succession Planning: How to Win Retirement,” The Entrepreneurship Institute’s President’s Forum, May 5, 2021

SERVICES

Employee Benefits

- Nonqualified deferred compensation and executive compensation
- Retirement plans
- Tax-exempt and governmental employers
- Audits and correction
- ERISA fiduciary compliance
- 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
- Representation of financial institution regulatory agencies

International Business & Trade

- Executive compensation

- “Round Table II – Family/Employee Legacy,” Succession Planning: Choosing the Option That’s Right for You, Sept. 30, 2020
- “Town Hall – Key Considerations,” Succession Planning: Choosing the Option That’s Right for You, Sept. 16, 2020
- “Understanding COVID-19-Related Employee Benefit Plan Pitfalls and Opportunities Webinar,” Conway Center for Family Business, May 27, 2020
- “Is an ESOP Right for my Business?” Porter Wright, Brady Ware and Prairie Capital, Feb. 18-19, 2020
- “Aligning Incentives of Executives & ESOP with SARS & Executive Compensation Plans,” Great Lakes Regional ESOP Conference, Oct. 17, 2019
- “Breakfast with the Experts: Legal & Regulatory Update,” Everhart Advisors Fall 2019 Legal and Regulatory Update, Dayton, Oct. 8, 2019
- “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
- “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

PUBLICATIONS

- “Can an ESOP-Owned company qualify as a disadvantaged business enterprise for government contracts under US DOT regulations?” *ESOP Report*, August 2024
- “Further insights on the NQDC guide,” *Fulcrum Partners*, July 22, 2021
- “IRC Section 162(m): Time to update executive compensation practices now,” *Fulcrum Partners*, March 18, 2021
- “IRC Section 409A v. COVID-19,” *Fulcrum Partners*, June 25, 2020
- “Fulcrum Partners deferred compensation news update,” *Fulcrum Partners*, Sept. 20, 2019
- “For an NQDC plan, being subject to ERISA may be a good thing,” *Fulcrum Partners*, Sept. 9, 2019

PROFESSIONAL ASSOCIATIONS

- The ESOP Association, Legislative and Regulatory Issues Advisory Committee Member

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

HONORS | AWARDS

- *The Best Lawyers in America*®
- Ohio Super Lawyers, Rising Stars Edition

COMMUNITY

- St. Christopher's Parish, Young Professional Group, 2018-2020
- Kiwanis Club of Columbus, Trustee, 2020-2022
- Columbus Young Professionals Club, Education Coordinator, 2013-2017
- Miami University Alumni Association, Officer, 2009-2013