



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

- "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," ESOP Association Great Lakes Conference, Sept. 27-28, 2021
- "Post-Succession Planning: How to Win Retirement," The Entrepreneurship Institute's President's Forum, May 5, 2021

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

- “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
- “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

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

- “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

PUBLICATIONS

- “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
- “Recent litigation provides lessons for employers and executives regarding nonqualified deferred compensation plans,” *Bloomberg Law*, July 2013

PROFESSIONAL ASSOCIATIONS

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

HONORS | AWARDS

- *Ohio Super Lawyers*®, Rising Stars Edition, 2019
- *Best Lawyers*®, Employee Benefits (ERISA) Law

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