



## Alan D. Duffy

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Mr. Duffy is an associate in the Vorys Columbus office and practices in the area of executive compensation.

Mr. Duffy has designed and drafted stock and non-stock compensation programs for a variety of public and private companies and tax-exempt organizations, including executive employment, change in control and severance agreements, short- and long-term incentive plans, deferred compensation plans and various other compensation programs. Mr. Duffy advises boards of directors, compensation committees, senior executives and legal departments in these and related matters.

Mr. Duffy is a frequent speaker on executive compensation topics and serves as an adjunct professor of law at Capital University School of Law. Mr. Duffy is a member of the American Bar Association and the National Association of Stock Plan Professionals.

Mr. Duffy received his LL.M. in Taxation from New York University, his J.D. with Honors from The Ohio State University Michael E. Moritz College of Law and his B.A. from Kenyon College.

### Practice Areas

Corporate and Business Organizations

Labor and Employment

### Education

New York University School of Law, LL.M., 2002

The Ohio State University Michael E. Moritz College of Law, J.D., With Honors, 2001

Kenyon College, B.A., 1998

### Publications

“Ohio Tax Laws & Rules,” *Banks-Baldwin*, 2007

“IRS Rules No Private Benefit in Hospital-Sponsored Insurance Program,” *Exempt Organization Tax Review*, 2006

“Solving the Low-Income Housing Partnership Tax Dilemma,” *Exempt Organization Tax Review*, 2006

“New Law Spurs Employers to Review Deferred Compensation Plans,” *Midwest In-House*, 2005

*Securities Alert: NYSE Eliminates Uninstructed Broker Voting on Certain Corporate Governance Issues*

*Client Alert: Fed Report Offers Insight into Compliance with Interagency Guidance on Sound Incentive Compensation Practices*

## Alan D. Duffy (Continued)

*Client Alert:* Proposed 162(m) Regulations Affect Deductibility of Equity-Based Compensation

*Securities Alert:* SEC Adopts Final Whistleblower Rules Under the Dodd-Frank Act

*Client Alert:* New Compensation Restrictions Coming for Colleges and Universities

*Securities Alert:* SEC Proposes Compensation Committee and Consultant Independence Rules

### Honors and Awards

*Ohio Super Lawyers Rising Stars, Employee Benefits/ERISA, 2009-2012*

### Events

2011 OBL/ILFI Joint Convention  
ERISA Seminar

### Bar and Court Admissions

New York  
Ohio