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**John F.
McGuinness**
Principal

PRACTICES

Executive Compensation
Plan Design and Taxation

EDUCATION

J.D., William and Mary
B.S., *with distinction*, University of
Virginia

BAR & COURT ADMISSIONS

District of Columbia

As head of the firm's Executive Compensation Group, John F. McGuinness concentrates his practice on the design and administration of executive compensation arrangements and retirement plans for large public and private companies. Mr. McGuinness has particular expertise in the tax, securities law and ERISA issues for executive deferred compensation and equity compensation arrangements. He has also worked extensively on bonus, severance and tax-qualified retirement plans.

Mr. McGuinness has written articles and spoken on topics such as deferred compensation rules under Code section 409A, the SEC's executive compensation disclosure rules, rabbi trusts and issues for benefit plans and equity compensation arrangements under both the Sarbanes-Oxley Act and EGTRRA.

HONORS & DISTINCTIONS

Listed, *Chambers USA: America's Leading Lawyers for Business*, Employee Benefits & Executive Compensation (2007-2011)

Listed, *The Legal 500 US*, Tax Law, Employee Benefits & Executive Compensation (2007-2011)

Listed, *Human Resource Executive Magazine*, 100 Most Powerful Employment Attorneys in America (2011)

PREVIOUS EXPERIENCE

C.P.A., Price Waterhouse, New York City

C.P.A., Cox Enterprises, Atlanta

PROFESSIONAL AFFILIATIONS

American Bar Association