**NANCY FURNEY**

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Nancy Furney has extensive experience in all types of executive compensation and employee benefit matters. She represents a diverse group of clients, including Fortune 500 companies, privately-held companies, governmental and quasi-governmental entities and tax-exempt entities.

Nancy has represented both private sector and public employers, including a major airline and a publicly-held banking group, assisting with the implementation and administration of tax-qualified retirement plans (pension plans, profit sharing plans, 401(k) plans, cash balance plans and ESOPs), as well as health and welfare plans (including self- insured medical plans, cafeteria plans and fringe benefit plans) and advising with respect to employee benefits issues in private placements, initial public offerings, spin-offs, as well as corporate restructurings and financings and mergers and acquisitions. She assists with management employment agreements and executive incentive programs.

Nancy assists clients with the structuring and preparation of equity incentive arrangements (including stock purchase plans, stock option arrangements, restricted stock and restricted stock unit and phantom equity plans), deferred compensation arrangements (including Section 409A compliance), nonqualified plans and related executive compensation programs.

She represents tax-exempt entities, including major hospital groups, advising on tax-qualified plans, Section 457 plans, Section 403(b) plans, HIPAA compliance for group health plans and wellness programs and other employee welfare plan issues.

Nancy advises on fiduciary compliance and represents clients in complex ERISA controversy matters, including matters before various governmental entities, including the IRS, DOL and the PBGC, with respect to investigations, audits and ongoing compliance matters.

Nancy has been recognized professionally in *Best Lawyers in America* (2014-2026); *Best Lawyers* “Lawyer of the Year”—Employee Benefits (ERISA) 2021; *D Magazine* Best Lawyers in Dallas, 2003-2025, Best Lawyers Hall of Fame, Best Business Lawyers in Dallas, and Best Women Lawyers in Dallas; and *Texas Super Lawyers*. Nancy served in various roles on the Alcuin School Board of Trustees from 2004 to 2011, including the Executive Committee and the office of Secretary. She also served in various capacities on The Winston School Board of Trustees, including Board Chair from 2014 to 2018.