



PAUL F. CONCANNON

Of Counsel

Atlanta

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BIOGRAPHY

Paul Concannon's law practice concentrates in executive compensation. Mr. Concannon's clients include publicly held and privately held companies throughout the United States and include companies with operations in foreign countries.

Mr. Concannon negotiates and designs compensation programs, including equity-based compensation programs, employment agreements, change of control agreements, retention programs, executive severance programs, supplemental executive retirement plans (SERPs), and other deferred compensation arrangements. He is conversant with, and structures these programs to take into account, federal tax law ramifications, including parachute payment nondeductibility and excise tax considerations (Tax Code Sections 280G and 4999) and nonqualified deferred compensation rules (Tax Code Section 409A). In addition to representing companies, Mr.

Concannon regularly negotiates compensation packages and employment agreements for executive officers.

CIVIC INVOLVEMENT & HONORS

- *The Best Lawyers in America*® (2010 - 2025)
- Lawyer of the Year 2019, Employee Benefits (ERISA) Law, Atlanta, Georgia

PROFESSIONAL AFFILIATIONS

- American Bar Association – Tax Section
- State Bar of Georgia – Tax Section

ADMISSIONS

- Georgia, 1987

EDUCATION

Washington College of Law, American University , J.D., *magna cum laude*, 1987

Babson College, B.S., with highest distinction, 1983

RELATED CAPABILITIES

- Employee Benefits & Executive Compensation
- Corporate
- Pensions
- Share Plans & Incentives
- Plan Design & Implementation
- Plan Administration & Fiduciary Issues
- Welfare Plans
- Interdisciplinary Privacy/HIPAA Practice
- Practice Before Government Agencies
- ERISA & Employee Benefits Litigation
- International Pensions & Benefits Practice
- Cross-border Employment Issues

- Executive & Deferred Compensation
- Employment & Labor
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory

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BCLP Team Advises Neenah, Inc., in \$3B Merger of Equals

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