

Nancy Furney

Shareholder

Practices: Executive Compensation & Benefits; Healthcare; Tax

Industries: Emerging & Mid-Market Companies; Healthcare

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 served in various leadership positions at Winstead and has been a frequent speaker on ERISA and other employee benefit issues.



Representative Experience

- Representation of 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, management employment agreements and executive compensation arrangements, fiduciary compliance, as well as issues arising in the context of corporate transactions (including mergers and acquisitions).
- Representation of private sector public and non-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, corporate restructurings and financings.
- Assist 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.
- Represent clients in complex ERISA controversy matters, including matters before various governmental entities, including the Internal Revenue Service the Department of Labor Employee Benefits Security Administration, and the Pension Benefit Guaranty Corporation, with respect to investigations, audits and ongoing compliance matters.

Dallas Office

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Education

University of Texas School of Law

– J.D., 1983

– Managing Editor, *The Review of Litigation*

Baylor University

– B.M., Ed., 1976

– *summa cum laude*

Professional & Community Service

- American Bar Association
- State Bar of Texas
- Fellow, American Bar Foundation
- Dallas Bar Association (Employee Benefits Executive Compensation Section)
- Southwest Benefits Association
- National Association of Stock Plan Professionals
- ESOP Association

- St. Alcuin Montessori School Board of Trustees - Executive Committee and Committee on Trustees, 2004-2011; Secretary, 2007-2011
- Grief and Loss Center of North Texas, Advisory Board of Directors
- The Winston School Board of Trustees - Chair, 2014; Secretary, 2012-2014; Executive Committee; Committee on Trustees

Awards & Recognition

- *The Best Lawyers in America*, (BL Rankings, LLC), 2014-2025
- *Best Lawyers*, "Lawyer of the Year" - Employee Benefits (ERISA) Law, (BL Rankings, LLC), 2021
- Best Lawyers in Dallas, *D Magazine*, 2003, 2005, 2007-2023
- Best Lawyers Hall of Fame, *D Magazine*, 2023
- Best Business Lawyers in Dallas, 2010 and 2011
- Best Women Lawyers in Dallas, *D Magazine*, 2010
- Rated AV Preeminent by Martindale-Hubbell
- Texas Super Lawyers, Thomson Reuters, 2017-2023

Admissions

- Texas, 1983