



## ANDREW J. DALY

### PARTNER

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#### SERVICES

Corporate  
General Corporate  
Employee Benefits and  
Executive Compensation  
Employee Stock Ownership  
Plans (ESOPs)

Andy Daly advises employers, including employee-owned companies, on legal issues connected with employee benefits. He focuses in particular on matters involving employee stock ownership plans (ESOPs), including: handling ESOP transactions; assisting with plan design; evaluating feasibility issues; and guiding clients through administration, compliance and re-purchase obligation.

Andy also has extensive experience with legal issues involving other defined contribution plans and nonqualified deferred compensation.

Andy draws on his experience as a Certified Public Accountant in Minnesota to help his clients understand the financial challenges involved in the transition to the employee-owned model and the ongoing administration of ESOPs.

Beyond his legal practice, Andy regularly presents on ESOP topics, including before The ESOP Association and the National Center for Employee Ownership.

#### HONORS

Named to the "North Star Lawyers" list, Minnesota State Bar Association, 2016

#### MEMBERSHIPS AND AFFILIATIONS

The ESOP Association

- Officer, Minnesota/Dakotas Chapter

National Center for Employee Ownership

Minnesota Bar Association

Minneapolis Pension Council

- Officer

## EDUCATION

J.D., *cum laude*, University of St. Thomas School of Law, 2004

B.B.A., *cum laude*, University of Notre Dame, 2001

## BAR ADMISSION

Minnesota

## CERTIFICATIONS

Certified Public Accountant, Minnesota