



RYAN M. MURPHY

Partner

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Ryan concentrates his practice in the area of employee benefits, with particular focus on qualified retirement plans and nonqualified deferred compensation plans. His practice includes drafting and reviewing plan documents, assisting clients in the administration of benefit plans, reviewing services agreements with plan service providers, preparing submissions under IRS and U.S. Department of Labor correction programs, and advising clients on reporting and disclosure obligations.

Every month, Ryan and fellow Employee Benefits attorneys compile an Employee Benefits newsletter to highlight important changes and amendments throughout the industry. The monthly newsletters can be found in the Publications section of the Hodgson Russ website.

Honors

- Jacob D. Hyman Scholarship, University at Buffalo School of Law
- Former editor, *Buffalo Environmental Law Journal*

Experience

A team of Hodgson Russ attorneys represented an international hotel operator in the closing of a highly complex financing package involving \$226.6 million in new CMBS mortgage and mezzanine debt. The transaction involved 17 hotels in 11 states and included the defeasance of \$100 million of existing CMBS indebtedness, a major restructuring of the existing hotel owner and management companies, the formation of 20 new entities, the movement of 11 hotel franchises and 7 management agreements, and the buyout of a strategic partner.

A team of Hodgson Russ attorneys led by John J. Zak represented long-time client, Integer Holdings Corporation (NYSE:ITGR), in a \$1.7 billion acquisition of Lake Region Medical, a privately held portfolio company of KKR. The purchase price consisted of cash (including assumed debt) and unregistered shares of common stock.

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Practices & Industries

Accountant Professional
Canada-U.S. Cross-Border
Employee Benefits

Admissions

New York

Education

State University of New York at
Fredonia, B.A., summa cum laude
University at Buffalo School of Law,
J.D., cum laude

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Financing was through a bank/bond package, consisting of a \$1.6 billion credit facility (TLA/TLB/ revolver) and \$360 million of senior notes offered under Rule 144A. Hodgson Russ counseled on every aspect of the transaction, performing U.S. and supervising international due diligence; negotiating the merger agreement and related acquisition documentation; advising on U.S. competition law matters, including preparing Hart-Scott-Rodino and related foreign filings; negotiating the bank credit facility and leading the high-yield note offering; and advising on executive compensation and employment law aspects of the transaction. The Hodgson Russ team consisted of attorneys Craig M. Fischer, Cristin L. Murray, Matthew R. Scherer, and David G. Reed (securities regulation and corporate compliance); Robert B. Fleming, Jr. (antitrust and trade regulation); Christofer C. Fattey and Timothy Ho; Ryan M. Murphy and Richard W. Kaiser (employee benefits); Peter C. Godfrey (labor and employment); and Michael J. Hecker (environmental); and paralegals Courtney Scanlon, Deborah Kalstek, and Betsy Mills.

A team of Hodgson Russ attorneys led by John J. Zak represented long-time client, Integer Holdings Corporation, in a \$600 million disposition of its Orthopedics and Advanced Surgical business lines to Viant Group. The transaction involved the sale of stock and assets representing operations in several countries, including the United States, Mexico, Germany and France. Hodgson Russ advised on all aspects of the transaction, including preparation of a transition services agreement, coordinated with local counsel and handled the company's subsequent early redemption of its outstanding high-yield bonds. The Hodgson Russ team consisted of Craig M. Fischer, Cristin L. Murray, Matthew R. Scherer (securities regulations and corporate), Andrew D. Oppenheimer (international and business tax); Ryan M. Murphy and Richard W. Kaiser (employee benefits), Christofer C. Fattey (banking and finance), Michael J. Hecker (environmental), and Valerie E. Stevens (antitrust and trade regulation).

A team of Hodgson Russ attorneys led by John J. Zak represented long-time client, Integer Holdings Corporation (NYSE: ITBR), in its successful tax-free spin-off of its subsidiary, QiG Group, LLC, which converted into Nuvectra Corporation prior to the completion of the spin-off. Nuvectra is a medical device company that is concentrated on the development and commercialization of its neurostimulation technology platform, and, in particular, its Algovita spinal cord stimulation system, for the treatment of various disorders through the stimulation of tissues associated with the nervous system. As part of the spin-off, Nuvectra received approval to list and to have its common stock traded on the NASDAQ Global Market under the symbol "NVTR." Hodgson Russ advised on all aspects of the separation of Nuvectra from Greatbatch and the corresponding distribution of the Nuvectra shares of common stock to Greatbatch's stockholders, including the registration of Nuvectra with the SEC, the listing of Nuvectra's common stock on the Nasdaq Global Market, facilitating the negotiation of agreements between Nuvectra and Greatbatch to establish a framework for their post spin-off relationship; preparation of corporate governance policies and procedures for Nuvectra as a newly publicly-traded company and assisting in the separation of Greatbatch's existing employee benefit programs and the establishment of new programs by Nuvectra. The team of Hodgson Russ attorneys consisted of Craig M. Fischer (securities regulation and corporate compliance); Christofer C. Fattey (banking and finance); Terrence M. Gilbride and Elizabeth A. Holden (real estate); Ryan M. Murphy and Richard W. Kaiser (employee benefits); Peter C. Godfrey (labor and employment); Richard F. Campbell and Andrew D. Oppenheimer (business tax); and paralegal Courtney Scanlon.

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In the News

Cadence Bank Announces Agreement to Sell the Insurance Operations of Cadence Insurance to Arthur J. Gallagher & Co.
Cadence Bank (Press Release), October 24, 2023

People's United Bank Agrees to Sell People's United Insurance Agency to AssuredPartners
Yahoo! Finance, September 22, 2020

More of the Same in '15 for Employee Benefits
Buffalo Law Journal, December 19, 2014

Ryan M. Murphy and Emina Poricanin Join Hodgson Russ
August 26, 2011

Press Releases

Hodgson Russ Announces Five Newly Elected Partners, Nine Attorneys Promoted to Senior Associate
Press Release, January 2, 2018

Hodgson Russ Announces Five Newly Elected Partners: Four Additional Attorneys Promoted to Senior Associate
Press Release, January 3, 2014

Publications

Final HIPAA Privacy Rule Provides New Protections for Reproductive Health Care Information
Hodgson Russ Employee Benefits Alert, May 22, 2024

Welfare Plan Fiduciaries Sued Due to Excessive Pharmacy Costs
Hodgson Russ Employee Benefits Alert, March 19, 2024

A Look at the IRS's Proposed Long-Term Part-Time Employee Regulations
Hodgson Russ Employee Benefits Alert, March 8, 2024

SECURE 2.0 Update: IRS Announces Two-Year Delay for New Roth Catch-Up Contribution Rule Implementation
Hodgson Russ Employee Benefits Alert, September 6, 2023

IRS Provides New Required Minimum Distribution Relief and Guidance
Hodgson Russ Employee Benefits Alert, August 16, 2023

IRS Issues EPCRS Guidance to Implement SECURE 2.0's Expansion of Self-Correction Opportunities
Hodgson Russ Employee Benefits Alert, June 22, 2023

Employee Benefit Plans Face Administrative Transition at the End of the COVID-19 National/Public Health Emergencies
Hodgson Russ Employee Benefits Alert, March 29, 2023

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Group Health Plan Sponsors Required to Submit First Attestation of Compliance with Gag Clause Prohibition
Hodgson Russ Employee Benefits Alert, March 16, 2023

SECURE 2.0 Makes Numerous Changes to Retirement Plan Rules
Hodgson Russ Employee Benefits Alert, January 12, 2023

DOL Finalizes Rule Permitting ESG Investments in Retirement Plans & Issues Proposed Expansion of Voluntary Fiduciary Correction Program
Hodgson Russ Employee Benefits Alert, December 9, 2022

Presentations & Events

Public Company Update 2024
Hodgson Russ LLP, January 31, 2024

Syracuse Chapter Taxation Conference
NYSSCPA, Embassy Suites – Syracuse Destiny, November 2, 2022

NYSSCPA Southern Tier Chapter Taxation Conference
NYSSCPA, Doubletree by Hilton Hotel Binghamton, October 26, 2022

Public Company Update 2022
Hodgson Russ LLP, January 28, 2022

Adirondack/Northeast Chapter NYSSCPA 2021 Tax Update
NYSSCPA - Adirondack/Northeast Chapter Conference, December 7, 2021

Federal and State Taxation of Deferred Compensation
July 28, 2021

Public Company Update 2021
Hodgson Russ LLP, January 28, 2021

Public Company Update 2020
Hodgson Russ LLP, January 30, 2020

25th Annual Labor & Employment Conference
Buffalo Niagara Marriott, Amherst, NY, November 14, 2019

Public Company Update 2019
Hodgson Russ, Buffalo, NY, February 12, 2019

Professional Affiliations

- Former member, Wechsler Moot Court board of directors

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- American Bar Association

