

## Ryan Montgomery

### Special Counsel

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Boston

Compensation and Benefits

Mergers and Acquisitions

Private Equity

Labor and Employment

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Ryan counsels executives, companies and investors on employee benefits and compensation matters with a focus on private equity. He frequently advises corporate clients on compensation-related issues, equity plans and employment agreements, including those that arise in connection with mergers, acquisitions, leveraged buyouts and other corporate transactions. Ryan also has extensive experience advising executives and management teams on negotiating their employment agreements and equity incentive agreements.

Ryan works extensively with individual and corporate clients to navigate the tax implications of their compensation arrangements to ensure compliance with employment and securities laws and regulations. In addition, Ryan supports clients with respect to integrating their compensation and benefit plans after corporate transactions.

Prior to joining Cooley, Ryan practiced at a large international law firm. He also served as an attorney adviser for the Pension Benefit Guaranty Corporation and the federal Thrift Savings Plan, and has held leadership positions with the employee benefits sections of the American Bar Association and the Boston Bar Association.

## Education

Georgetown University Law Center  
LLM, 2015

Boston College Law School  
JD, 2011

University of Rochester  
BA, 2005

## Admissions & Credentials

Massachusetts

District of Columbia

## Memberships & Affiliations

American Bar Association

Boston Bar Association

Mergers and Acquisitions Employee Benefits Subcommittee of the American Bar Association - Vice chair

Employee Benefits Subcommittee of the Boston Bar Association - Co-Chair