



Cynthia L. Douthwaite

PRACTICE INNOVATION ATTORNEY

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Cindy is a Practice Innovation Attorney in our New York office.

Cindy is a Practice Innovation Attorney for the firm's corporate practice. In this role, Cindy is focused on supporting the needs of the firm and its clients by creating and managing internal and client-facing resources; driving knowledge-sharing technologies, processes and solutions; and establishing best practices that optimize client innovation.

Prior to this role, Cindy was an associate in the firm's executive compensation group. Cindy advised clients on all forms of equity compensation and incentives, in particular employee stock options, and associated tax and securities laws, including the deferred compensation regulations under Section 409A and Rule 701 securities compliance. Cindy counseled founders and executives on various employment matters and negotiated numerous C-level employment and severance agreements. Cindy also advised on the equity compensation aspects of many change in control transactions and the application of the "golden parachute" rules under Section 280G.

Before joining the executive compensation group, Cindy was a corporate associate at the firm, specializing in the representation of emerging growth companies throughout their lifecycles. Cindy's practice focused on entity formation and capitalization, venture capital financing transactions, and guidance to founders and executives on day-to-day matters related to corporate governance, employment and equity compensation. Cindy represented companies through the acquisition process and worked on several IPOs, and is broadly experienced in public company reporting and compliance.

Cindy has supported the growth of the firm's New York office in a variety of roles, including as a corporate paralegal before and while attending law school at Fordham University. Cindy's experience and tenure at the firm give her a practical understanding of the many facets of company representation and a unique perspective of the firm's practice.

EDUCATION

- Fordham University School of Law, J.D.
- Eastern Michigan University, M.A., Music
- Duquesne University, B.S., Music

ADMISSIONS

- New York