



JAMES DUDLEY HYDE
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BIOGRAPHY

James Dudley Hyde's practice encompasses the entire range of employee benefit services, including qualified and nonqualified retirement plans, executive compensation plans, health and welfare plans, COBRA and all other deferred compensation matters. He provides legal services to both taxable and tax-exempt employers, including governmental entities, and deals extensively with multi-employer pension plans established as a result of collective bargaining. He also has considerable experience in representing clients before the Internal Revenue Service, Department of Labor, Pension Benefit Guaranty Corporation and other governmental agencies.

Dudley holds a master of laws degree in taxation and has extensive experience representing taxpayers in state and local tax matters before the Oklahoma Tax Commission and other state agencies.

In addition to being a guest lecturer on the topic of employee benefits at both the University of Oklahoma and Oklahoma City University, Dudley is a frequent moderator and speaker at seminars and conferences for the Oklahoma Bar Association, SouthWest Benefits Association, Western States Pension Conference and numerous other trade and professional organizations. He is also a contributing author of *Winning Legal Strategies for Structuring Executive Compensation Plans: Leading Lawyers on CII Policy, SEC Registration Requirements, and New Age Securities Compliance*, published by Aspatore Books in 2006.

His achievements in the area of employee benefits law have earned him significant recognition, both locally and throughout the United States, including being named to *Chambers USA Guide to America's Leading Lawyers for Business*, *The Best Lawyers in America* and *Oklahoma Super Lawyers*. He was also named "Best Lawyers' 2011 Oklahoma City Employee Benefits Lawyer of the Year," an honor only given to a single lawyer in each legal specialty in each community.

In addition, Dudley has served in key leadership roles with the SouthWest Benefits Association and the IRS Dallas Key District EP/EO Council for many years and has been named a charter fellow of the American College of Employee Benefits Counsel.

REPRESENTATIVE EXPERIENCE

- Routinely counsels employers on the design, drafting, implementation, modification, and administration of qualified and non-qualified employee benefit plans.
- Representation of clients, including tax-exempt entities, before governmental agencies such as the Internal Revenue Service, Department of Labor, Oklahoma Tax Commission and Pension Benefit Guaranty Corporation.
- Representation of clients in numerous matters involving employee benefits and taxation as applied to state and local governments. One such case resulted in a landmark decision

benefiting manufacturers in the State of Oklahoma with respect to the ability to obtain refunds of Oklahoma sales and use taxes previously paid.

ADMISSIONS

- Texas, 1969
- Oklahoma, 1974

EDUCATION

- LL.M., The George Washington University, 1974 (Taxation)
- J.D., Southern Methodist University, 1969
(Board of Editors, *Journal of Air Law and Commerce*; Phi Alpha Delta, Magister)
- B.A., University of Oklahoma, 1966

PROFESSIONAL ORGANIZATIONS AND MEMBERSHIPS

- Oklahoma County Bar Association
- Oklahoma Bar Association
- American Bar Association
- SouthWest Benefits Association (President, 2000)
- IRS Dallas Key District IP/EO Council
- Department of Labor Southwest Practitioners Group
- American College of Employee Benefits Counsel (Charter Fellow)

CIVIC INVOLVEMENT AND LEADERSHIP

- Oklahoma City Public Schools Foundation
(Former Chairman; Member of the Board of Trustees)
- Oklahoma Venture Forum
- Nature Conservancy (Board of Trustees)
- Oklahoma City Memorial Marathon (Assistant Director)
- Ballet Oklahoma (Former Director)
- Oklahoma City Golf & Country Club (Former Director)
- Camp Classen YMCA (Former Board Member)
- Redbud Classic (Former Member of the Executive Committee)
- Oklahoma City Arts Festival (Former Committee Chair)