



Darcy Norville

MANAGING PARTNER

darcy.norville@tonkon.com
503.802.2036 direct
503.972.3736 fax

LEGAL SERVICES

Business & Corporate
Executive Compensation & Employee Benefits

EDUCATION

J.D., University of California, Berkeley,
School of Law, 1984

B.A., Political Science, California State
University at Chico, 1980

BAR & COURT ADMISSIONS

Oregon State Bar

State Bar of California

Washington State Bar Association

United States District Court, District of Oregon

Ninth Circuit Court of Appeals

United States District Court, Western
District of Washington

AWARDS & RECOGNITION

The Best Lawyers in America
2009-2019, Employee Benefits (ERISA) Law

PROFESSIONAL MEMBERSHIPS

American Bar Association

Multnomah Bar Association

National Association of Stock
Plan Professionals

Oregon Women Lawyers

Western Pension and Benefits Conference

Darcy is the Managing Partner of Tonkon Torp LLP, where she has practiced business law since 1998. Darcy's practice focuses on general business and corporate law.

She works with clients in the insurance and financial services industry on a wide variety of matters, including regulatory compliance, privacy laws, contract drafting, and general corporate matters.

Darcy's practice also emphasizes executive compensation, ERISA, and employee benefits counsel. Darcy has extensive experience in a wide range of employee benefit plans and executive compensation arrangements. She regularly designs and drafts incentive compensation plans, equity-based compensation plans, nonqualified deferred compensation plans, and executive agreements. She provides ongoing legal advice and counsel about the establishment, maintenance, administration, and termination of clients' employee benefit plans.

Among the issues she regularly addresses are concerns and strategies involving tax qualified and non-qualified employee benefit plans, equity based plans, health and welfare plans, and fringe benefit plans.

Darcy advises investment advisors who work with employee benefit plan clients regarding ERISA compliance in a complex and changing regulatory environment. She also advises private investment funds regarding investment of assets held by employee benefit plans.

When compensation and benefits matters are triggered during mergers, acquisitions, divestitures, and other major business transactions, Darcy guides clients in protecting their interests and ensuring the integrity of transactions.

Presentations & Publications

"The Path to the Top," Women in the Law
Distinguished Speaker Program, Lewis & Clark Law
School, March 2017

"Health Care Reform," Cascade Employers
Association, March 2013

"Department of Labor Fiduciary Rule Overview,"
Greater Portland Compliance Association,
September 2016

COMMUNITY INVOLVEMENT & ACTIVITIES

Proud Ground

2009–Present, Pro Bono Volunteer

Oregon Business & Industry (formerly OBA)

2017–Present, Board of Directors

Oregon Business Association (OBA)

2010–2017, Board of Directors

Campaign for Equal Justice

Board Member

YWCA of Greater Portland

2012–2014, President

Multnomah Bar Association

2010–2013, Board of Directors

Oregon Law Foundation

2006–2009, Board Member

