FORDHARRISON

J. PATRICK HUSTON

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With a sharp analytical approach and a strategic mindset, Patrick delivers tailored, compliance-driven employee benefits and executive compensation solutions that align with clients' business goals.

Patrick has extensive experience designing and implementing comprehensive compensation strategies, including executive employment agreements, equity awards, bonus programs, severance arrangements, and deferred compensation plans.

Patrick is regularly called upon for benefits-related due diligence in mergers and acquisitions, and he skillfully drafts critical employment and retention agreements, as well as restrictive covenants. His strong foundation in tax and accounting underpins his ability to advise on complex compliance matters—including Section 280G (golden parachute tax rules), Section 409A (deferred compensation), FICA, and income tax withholding.

Patrick earned his J.D. from the University of Mississippi School of Law and his LL.M. in Taxation from Georgetown University Law Center. While studying at Georgetown, he was named as one of six Graduate Tax Scholars and served as a judicial extern for the Honorable Albert G. Lauber at the United States Tax Court.

Representative Experience

- Designing and drafting equity compensation programs and other executive compensation plans and arrangements for clients operating as corporations, partnerships, and LLCs.
- Negotiating executive compensation and employee benefits matters in large mergers, acquisitions, divestitures, and spin-offs.
- Advising institutional trustees and companies on the design and implementation of complex employee stock ownership plans.

Memberships

- ESOP Association and National Center for Employee

EDUCATION

- Georgetown University Law Center (LL.M., 2019)
- University of Mississippi School of Law (J.D., 2018)
- University of West Florida (M.Acc., 2017)
- University of West Florida (Dual B.S.B.A., 2014)

BAR ADMISSIONS

- North Carolina
- District of Columbia
- Tennessee

COURT ADMISSIONS

- U.S. Tax Court
- U.S. Court of Federal Claims
- U.S. District Court for the Middle District of Tennessee

Ownership

News & Insights

- September 15, 2026 - Tax-Advantaged Employer Matching Contributions to Trump Accounts Now Available

Offices

- *Nashville:*
  150 3rd Avenue South, Suite 2010
  Nashville, Tennessee 37201