

In Memoriam – Frank B. Tripodi

We are saddened to announce that our partner, Frank B. Tripodi, one of our most skilled practitioners in executive compensation and benefits matters, died April 15, 2021, following a heart attack. He was 49.

Frank focused his practice on executive compensation and employee benefits matters, with a particular emphasis on compensation and benefits issues involved in merger and acquisition transactions, and in public securities offerings. Both in and outside of the firm, he was recognized as one of the best at this work, whether it was insuring that the executive compensation and benefits issues in a complex M&A deal were handled in the most tax-efficient manner, or advising executives and companies on tough compliance issues associated with new or changing compensation and benefits plans.

Corporate lawyers throughout the firm – and even his fellow benefits and tax colleagues – often turned to Frank with their clients' most complex deals and thorniest executive compensation and benefits issues, knowing they would be handled with the utmost skill and attention to detail. Accounting firm and corporate clients also frequently turned to Frank as their general outside compensation and benefits counsel, apart from the context of an M&A deal. His consummate skill, as well as his sharp wit and affable personality, kept clients returning to him for advice again and again.

Frank joined the legacy Pepper Hamilton firm in 2011 as of counsel, after several years as an associate at Dechert LLP in Philadelphia. He was promoted to partner in 2019 in recognition of his skill, his dedication to clients and his tireless work to build the firm's benefits and compensation practice, including teaching younger attorneys the intricate art and science of this complex area of law.

Frank earned his J.D. and his LL.M in taxation from Temple University School of Law, and earned his undergraduate degree in economics from the University of Pennsylvania.

In addition to law, Frank loved life. He was a stalwart on the legacy Pepper firm's softball team, and loved to travel and enjoy fine foods and cocktails. He knew Philadelphia's restaurant and bar scene as well if not better than anyone at the firm, and enjoyed talking about it almost as much as partaking in it. More than anything else, he enjoyed spending time with the love of his life, Nan (Vanessa) Sun, whom he married in 2015.

Frank had a brilliant legal mind, an outstanding work ethic, and was comfortable talking with everyone from the CEO of a *Fortune* 100 company to a stranger on an adjacent seat at a local watering hole. He was a tremendous partner and colleague to all at Troutman Pepper. He will be deeply missed.