

Daniel A. Kapinos, CEP
Consultant
Radford Valuation Services
Radford
An Aon Hewitt Company

Daniel Kapinos is a consultant with Radford Valuation Services, the equity valuation group of Radford. He has consulted on a variety of employee benefits and compensation issues, including valuations and accounting for Employee Stock Options (ESO), Employee Stock Purchase Plans (ESPP), potential Underwater Stock Option exchanges, and other equity-based compensation under Topic 718; valuations of compensatory arrangements for purposes of a change-in-control under IRC 280G; and valuations and accounting for equity programs in mergers, acquisitions and divestitures (under Topic 805). He also has consulted on numerous Stock Plan Designs, focusing on performance awards linked to Relative Total Shareholder Return (TSR).

In his current role, Daniel manages client relationships and projects that involve analyzing stock option data, performing statistical analysis, developing assumptions, and producing financial reporting information for valuations and accounting under Topic 718 for Employee Stock Options, Employee Stock Purchase Plans, Performance Awards and potential Underwater Stock Option exchanges. Additionally, he consults on various executive compensation design issues and serves as a primary client contact to multiple companies. Some of his clients include Bryn Mawr Trust, CarMax, Cox Enterprises, J. Crew, Radian Group, Support.com, and Tyco.

Daniel graduated from the Pennsylvania State University with a bachelor of science degree in statistics and a minor in business. Furthermore, he holds the Certified Equity Professional (CEP) designation through Santa Clara University. Daniel is based in Philadelphia.