



Alan D. Duffy

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Alan Duffy is the Director of HR Shared Services for KeyBank, National Association, one of the United States largest bank-based financial services companies, with \$189 billion in assets and nearly 18,000 teammates spread throughout the United States and United Kingdom.

Alan oversees Key's Total Rewards, HR Technology, HR Operations and People Analytics functions, a role he has held since 2022.

Alan spent the first decade of his career as a private practice attorney focusing on taxation, M&A, employee benefits and executive compensation before joining Key in 2012.

Alan is a frequent speaker and has presented at the Equilar Executive Compensation Summit, Fidelity Client Conference, World at Work Total Rewards Conference, as well as the Ohio Chapter of the National Association of Stock Plan Professionals, the Cleveland Chapter of the Worldwide Employee Benefits Network, the Ohio State Bar Association and other organizations.

Alan served as an adjunct professor of law at Capital University School of Law, served as a new lawyer mentor through the Ohio Supreme Court until 2026 and is involved in youth sports organizations, including those serving disadvantaged communities.

Alan received his B.A. from Kenyon College, J.D., from The Ohio State University Moritz College of Law and an LL.M. in taxation from New York University School of Law.