



James G. Steiker

Chairman

james.steiker@sesesop.com

215.508.5643

Jim is Chairman of SES ESOP Strategies, an affiliate of the Stevens & Lee Companies. He is a corporate, pension and tax attorney and financial advisor with more than 40 years of experience in ESOPs and other employee ownership matters. He focuses his practice primarily on ESOP design, transactions and compliance in entrepreneurial companies.

Jim is a Director and Co-Chair of the Employee Ownership Expansion Network and also serves as Board Chair of three ESOP companies and as a Director of four other ESOP companies. He has served on the ESOP Association Board of Governors and is a past Chair of the ESOP Association's Advisory Committee on Finance. He is also a former Trustee of the Employee Ownership Foundation and a former member of the Board of Directors of the National Center for Employee Ownership. In 2025, Jim received the Institute Award from Rutgers University's Institute for the Study of Employee Ownership and Profit Sharing.

A frequent author on ESOP matters, Jim has contributed to numerous National Center for Employee Ownership publications, including ESOPs and Corporate Governance, The ESOP Company Board Handbook, Responding to Acquisition Offers in ESOP Companies, Administrative Issues for ESOP Companies, Seller-Financed ESOP Transactions, Warrants in ESOP Transactions and Don't Do That: Common Mistakes in Operating an ESOP and What to Do About Them. He has also authored articles on ESOPs for many trade journals.

Jim presents regularly on ESOP topics to the annual and regional meetings of the ESOP Association and the National Center for Employee Ownership, ESOP state employee ownership center conferences, and to general and professional audiences. Recent presentations include "LLC Structures and ESOPs," "The Evolving Fiduciary Process: Practical Guidance for Plan Sponsors and Fiduciaries," "Selling Your Company to an ESOP," "Highly-Leveraged ESOP Transactions," "ESOP Transaction Structures" and "Is an ESOP Right for You."

Education

- New York University School of Law, J.D., 1985

- Wesleyan University, B.A., 1981

Bar Admissions

- Pennsylvania

Memberships/Affiliations

- The Employee Ownership Expansion Network, Board of Directors, Chair
- The ESOP Association
 - Advisory Committee on Finance, Past Chair
 - Public Policy Council, Member
- Employee Ownership Foundation, Trustee
- National Center for Employee Ownership, Board of Directors, former Member
- Pennsylvania Employee Ownership Center, Co-Founder