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Areas of Focus

Practice

ESOPs - Employee Stock Ownership Plans
ERISA, Employee Benefits and Executive Compensation

Industry

Financial Institutions

Ed is Co-Chair of Stevens & Lee's ESOP Group and Employee Benefits and Executive Compensation Group and also President and CEO of SES ESOP Strategies, an affiliate of The Stevens & Lee Companies. He concentrates his practice in helping companies navigate the complexities of employee stock ownership plans (ESOPs). In this capacity, Ed advises business owners on how to sell their companies to employees through an ESOP. This process typically involves working with the company to first determine the feasibility and impact of creating an ESOP, consulting on whether the ESOP accomplishes the goals of the relevant stakeholders, designing the appropriate structure to accomplish those goals, implementing the transaction and then assisting the company with the ongoing administration and compliance of the ESOP.

Ed also advises on other ESOP-related transactions, including situations where ESOP-owned companies sell to outside buyers when they have determined that exiting the ESOP structure is appropriate for shareholders. He works with the entire range of ESOP-owned companies, including S Corporations, C Corporations, private companies, publicly traded companies, companies that are wholly owned by the ESOP trust and companies in which the ESOP is a minority owner. Ed also counsels ESOP trustees on their fiduciary obligations under ERISA in ESOP-related transactions and when unique situations arise in an already established ESOP.

Ed also has particular experience working with ESOPs for financial institutions, such as community banks looking to an ESOP as a source of liquidity for founding shareholders and insurance companies who establish an ESOP in conjunction with a demutualization.

Affiliations

- The ESOP Association
- National Center for Employee Ownership
- Pennsylvania Bar Association
- Berks County Bar Association

Education

- Georgetown University Law Center, J.D., *magna cum laude*, Order of the Coif
- The Catholic University of America, B.A., First in Class, *summa cum laude*, Phi Beta Kappa

Bar Admissions

- Pennsylvania