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Areas of Focus

Practice

ESOPs - Employee Stock Ownership Plans

Jim is Co-Chair of Stevens & Lee's ESOP Group and also 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 35 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 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. He is a Director and Co-Chair of the Employee Ownership Expansion Network and also serves as a Director of seven ESOP companies.

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.”

Affiliations

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

Education

- New York University School of Law, J.D.
- Wesleyan University, B.A.

Bar Admissions

- Pennsylvania