Foster Garvey

Employee Stock Ownership Plans

Unlocking the potential of employee-driven *success*

Employee Stock Ownership Plans (ESOPs) are tax-exempt, qualified retirement plans that are designed to invest in qualifying employer securities. An ESOP is also a tool of corporate finance that enables the plan to purchase qualifying employer securities on a tax-advantaged basis. Beyond the tax advantages, ESOPs can boost employee morale, productivity, and commitment by fostering a sense of ownership.

While the benefits of an ESOP can be significant, the laws and regulations governing them - specifically the Employee Retirement Income Security Act of 1974 - are complex. That's where we come in.

With the benefit of more than 50 years of experience, our attorneys have worked on hundreds of ESOPs. Our team provides a variety of legal services to facilitate the development, implementation and regulation of ESOPs, including:

- Tax planning
- Creation, design and implementation of an ESOP
- Advice on ERISA regulations required by ESOPs
- Structuring of business transactions involving ESOPs
- Company Employee Stock Ownership Trust (ESOT) acquisitions
- Redemption strategies

Contact

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