

## Employee Stock Ownership Plans

A full-service law firm with 10 offices nationwide, Lathrop Gage has built its ESOP practice by providing expertise, service and value to employee-owned companies, ESOP fiduciaries and ESOP lenders on a local, regional and national basis. Our client list includes some of the largest, most sophisticated and successful ESOP companies in the country. We provide seasoned and practical advice regarding corporate, finance, tax and ERISA issues involved in the structure, negotiation and consummation of complex ESOP transactions, and we regularly advise our clients on matters involving ESOP operations, corporate governance, executive compensation and fiduciary responsibilities. We are well-versed in the following:

- ESOP purchases and sales
- Trustee selection/ERISA fiduciary responsibilities
- Exempt ESOP loans/other financing documents
- Review of ESOP valuation reports
- ESOP plan and trust documentation
- ESOP operational advice
- ESOP distribution policies
- Repurchase obligation
- Corporate governance and state law fiduciary duties
- ESOP communication

Our work with ESOP companies has involved public as well as private companies in a variety of industries, including advertising, architecture, automotive, banking, chemicals, commodities trading, construction, defense, energy, engineering, financial services, health care, insurance, manufacturing, marketing, pharmaceuticals, printing, professional services, retail, security, telecommunications and trucking.