



**Christopher L. McLean**  
Member

T (757) 624.3171  
F (888) 360.9092  
clmclean@kaufcan.com

---

Christopher McLean, a member at Kaufman & Canoles, P.C. and a Director of ESOP Strategies, LLC, has an extensive background in corporate law including M&A transactions and Benefit Corporations to complement his broad ESOP background. Christopher has worked with numerous corporations in a wide range of corporate ownership succession transactions, including leveraged buyouts, corporate stock repurchases, and corporate reorganizations in addition to Benefit Corporation elections. His ESOP practice focuses primarily on the design, implementation, maintenance, and compliance of ESOPs, while representing ESOP sponsors or trustees.

Christopher's employee benefits practice focuses on the design, implementation, maintenance and compliance of employee stock ownership plans. Christopher represents ESOP Sponsors or ESOP Trustees in initial stock purchase transactions, second stage transactions and sale transactions of successful ESOP companies. Christopher also advises ESOP Sponsors in the management of mature ESOPs including evaluating repurchase obligation options, resolving administrative issues, counseling on acquisitions and secondary purchase transactions, and coordinating and designing executive compensation plans complimentary to ESOPs.

Christopher's executive compensation practice involves a variety of nonqualified executive compensation plans which have included phantom stock, stock appreciation rights and other synthetic equity, stock options, restricted stock, deferred compensation and other executive compensation arrangements. Christopher also represents executives in the negotiation of executive compensation arrangements and employment agreements, taking an inclusive approach so to ensure the compensation structure is a part of the executive's broader trust and estate planning.

#### PRACTICE AREAS

- ESOPs & Employee Benefits
- Private Client Services
- Commercial

#### RECOGNITION AND HONORS

- Articles Editor & Administrative Council; *Richmond Journal of Law and Technology*, 2009-2010
- Associate Articles Editor; *Richmond Journal of Law and Technology*, 2008-2009

#### ASSOCIATIONS

- Virginia Bar Association
- The ESOP Association; Legislative & Regulatory Advisory Committee Member; Mid-Atlantic Chapter, Vice President - Legislative and Regulatory Matters; Executive Committee Member
- Professional Services Council (PSC); Member
- Exit Planning Exchange (XPX); Maryland Chapter Member
- National Center for Employee Ownership (NCEO); Member
- Northern Virginia Technology Council (NVTC); Member

## ADMISSIONS

- Maryland, 2014
- Virginia, 2010

## EDUCATION

- University of Virginia; B.A., 2007
- University of Richmond School of Law; J.D., *cum laude*, 2010

## PRESS AND PUBLICATION

- *Corporate and Business Law*, 53 U. RICH. L. REV. 37 (2018)
- J.F. Lehman Acquires Vessel Preservation Specialist IMIA
- Main Street Employee Ownership Act Signed into Law
- Christopher L. McLean Named Member at Kaufman & Canoles

## PRESENTATIONS

- Administration and Communication Committees: How to Create and Use Them Effectively - November, 2018
- We've Just Completed our ESOP Transaction... Now What? - October, 2018
- Key Executive Compensation in ESOP Companies - October 2018
- ESOPs in Business Succession and Estate Planning - April 2018
- ESOP Check-up: Legal and Valuation Considerations for Mature ESOPs - March 2018
- Boards of Directors' and Trustees' Roles in ESOP Companies: Part 2 (Advanced) - November 2017
- Protecting Your Company from Legal Problems - October 2017
- The ESOP's Role in Business Succession and Estate Planning - April 2017
- Process & Decision Making of the ESOP Administration Committee - March 2017
- Process & Decision Making of the ESOP Administration Committee - November 2016
- Executive Compensation in ESOP Transactions and ESOP Companies - October 2016
- Key Executive Compensation in ESOP Companies - September 2016
- ESOP Companies Advantage in Making Acquisitions - May 2016
- ESOP 101 (For Non-ESOP Companies) - March 2016
- ESOP 101 (For ESOP Companies) - March 2016
- ESOPs as Legacy and Liquidity Vehicles For Company Owners - September 2015
- The Impact of Plan Design and Operations on Ownership Culture - September 2015
- Boards of Directors' and Trustees' Roles in ESOP Companies - March 2015
- Distributions, Diversification, and Segregation Challenges - October 2014