



Christopher L. McLean
Member

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Christopher is a Member at Kaufman & Canoles, Chair of the firm's Sports & Entertainment Team and a Director of ESOP Strategies, LLC. He advises clients on issues relating to corporate law, corporate governance, Benefit Corporations, and M&A, which all complement his broad ESOP background. Christopher has worked with numerous corporations and shareholders in a wide range of corporate ownership succession and exit transactions, including leveraged buyouts, corporate stock repurchases, corporate reorganizations, and ESOP purchase and sale transactions. His ESOP practice focuses primarily on the design, implementation, maintenance, and compliance of ESOPs, while representing ESOP sponsors or trustees.

Christopher's Sports and Entertainment practice is rooted in his extensive background in corporate law, M&A and commercial agreements. He has worked with corporations, investors, and sports organizations in a wide range of corporate and commercial transactions in the quickly evolving sports and entertainment industries.

Christopher's Trust & Estate practice focuses on the individual client's comprehensive estate and succession planning with a focus on the specialized needs of athletes, entertainers, and other professionals and executives. He represents individuals in the negotiation of commercial/endorsement agreements, employment agreements, executive compensation arrangements and business opportunities utilizing an inclusive approach so to ensure the compensation structure and tax implications are thoughtfully incorporated into and complement the individual's broader trust and estate plan while protecting and preserving the client's interests.

PRACTICE AREAS

- ESOPs, Benefits & Compensation
- Estate, Trust & Wealth Transfer
- Commercial

RECOGNITION AND HONORS

- Virginia's Legal Elite; Virginia Business Magazine, 2024
- Top Lawyers; CoVaBIZ Magazine, 2023, 2025
- 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

ASSOCIATIONS (CONT.)

- 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 PUBLICATIONS

- 36 Kaufman & Canoles Attorneys Named as Top Lawyers 2025 in CoVaBIZ Magazine
- 51 Kaufman & Canoles Attorneys Named to Virginia Business Magazine's "Legal Elite" 2024
- 44 Kaufman & Canoles Attorneys named as Top Lawyers 2023 in CoVaBIZ Magazine
- ESOP Client Alert - Game Changer: 100% ESOP-Owned Government Contractors Eligible for Sole Source Awards on Follow-On Contracts - January 2022
- Defense Client Alert - CARES Act Section 3610 Provides Relief for Government Contractors - April, 2020
- Private Client Services Update - Relief For Student Debt Because the Government CARES (Act) - April, 2020
- Commercial Client Alert - Existing Borrowers: The SBA Will Make Your Next Six Loan Payments! - April, 2020
- ESOP Client Alert - The CARES Act - March, 2020
- 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

- Negotiating an ESOP Transaction: Review of the Term Sheet - October, 2024 & May, 2025
- Exit Options for Business Owners - March, 2024
- Succession Planning with Life Insurance - October, 2023
- Practical Advice: Basics of Sports and Entertainment Law CLE - June, 2023
- Navigating the Storm: Leadership During Crisis Situations - May, 2023
- Practical Advice: Basics of Sports and Entertainment Law CLE - March, 2023
- What Hat Am I Wearing? - March, 2023
- Evaluating and Responding to Offers in a Planned Sale or Unsolicited Offer - November, 2022
- Estate Planning for Rising Interest Rates and Required Minimum Distributions - October, 2022
- What to Expect When Working With an Outside Board Member - September, 2022
- How to Conduct an Engaging Annual Shareholders Meeting - May, 2022
- Creating a Clean Board Member Job Description and Onboarding Process for ESOP Companies - March, 2022
- Designing the President's Performance Review - September, 2021
- Understanding Board Litigation and Mitigation - June 2021
- HR - What You Need to Know in the COVID ERA - September 2020
- Designing the Company's President's Performance Review: Help for the ESOP Board of Directors - March, 2020
- Board of Directors' and Trustees' Roles in ESOP Companies: Part 1 (Basic) - November, 2019
- ESOP Company Governance 101: Who Are the Players & Their Roles? - September, 2019
- SBA Loans for ESOP Transactions - April, 2019
- ESOPs and Benefit Corporations - April, 2019

PRESENTATIONS (CONT.)

- Distribution Dilemmas - March, 2019
- 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