



**Richard C. Mapp III**  
Member

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Rick is Chairman of the ESOPs & Employee Benefits Practice Group at Kaufman & Canoles and is also a member of the Mergers, Acquisitions & Strategic Alliances and Business Taxation Groups. Rick is also the President of ESOP Strategies, a consulting subsidiary of Kaufman & Canoles, established to provide ESOP Feasibility Studies and other services related to ESOP succession planning.

Rick's employee benefits practice includes plan design, leveraged employee and/or management buy-outs, business succession planning, executive compensation, banking and finance, and tax planning.

#### **PRACTICE AREAS**

- ESOPs & Employee Benefits
- Mergers, Acquisitions & Strategic Alliances
- Business Taxation

#### **REPRESENTATIVE MATTERS**

- Represented company and selling shareholders in \$50 million bank-financed ESOP buyout of manufacturing facility outside Baltimore, MD
- Represent numerous 100% ESOP owned S corporations doing business as government contractors in Maryland, Virginia and elsewhere
- On the approved list of law firms providing Employee Benefits counsel to Commonwealth of Virginia, and agencies thereof, including public universities and colleges
- Facilitated and closed numerous ESOP buy-outs (bank and/or seller-financed)
- Provide Employee Benefits counsel for North American operations of a large multinational corporation

#### **RECOGNITION AND HONORS**

- Best Lawyers in America, 2002–2020
- Virginia Super Lawyers; *Law & Politics*, 2012-2013
- AV® Rated; Martindale-Hubbell

#### **ASSOCIATIONS**

- Professional Services Council; Member
- American Bar Association; Taxation Section
- Mid-Atlantic Chapter of The ESOP Association; Vice President, Eastern Region
- The ESOP Association; Legislative and Regulatory Committee
- Norfolk-Portsmouth Bar Association
- Hope House Foundation; President
- St. Pius X Catholic Church; Chairman, Development Committee

## EDUCATION

- University of Virginia; B.A., with distinction, 1978
- University of Virginia School of Law; J.D., 1982

## PRESS AND PUBLICATION

- 45 Kaufman & Canoles Attorneys Named Best Lawyers in America 2020 and 3 named Lawyers of the Year
- 43 Kaufman & Canoles Attorneys Named Best Lawyers in America 2019 and 8 Named Lawyers of the Year
- 46 Kaufman & Canoles Attorneys Named Best Lawyers in America 2018
- Equity Strategies, LLC is Now ESOP Strategies, LLC
- 2017 Premium Tax Credit Quick Reference Chart
- 40 Kaufman & Canoles Attorneys Named Best Lawyers in America 2017
- 2016 Retirement Plan Limitations
- 42 Kaufman & Canoles Attorneys Named Best Lawyers in America 2016
- 42 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2015
- ESOPs as Legacy and Liquidity Vehicles For Company Owners
- Department of Labor's Participant Investment and Fee Disclosures
- 42 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2014
- 29 K&C Attorneys Named as Super Lawyers 2013 and 14 Named as Rising Stars 2013
- 41 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2013
- 40 K&C Attorneys Named as Super Lawyers 2012 and 14 Named as Rising Stars 2012
- 40 K&C Attorneys Named "Best Lawyers in America" 2012
- 36 K&C Attorneys Named to Best Lawyers in America 2011
- District Court Upholds ESOP Stock Cash-Out Feature for Terminated Employees
- 35 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2010
- 36 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2009
- 34 Kaufman & Canoles Attorneys Named Best Lawyers in America 2008
- 34 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2007
- 32 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2006
- 30 Kaufman & Canoles Attorneys Selected as Best Lawyers in America 2005