



Robert Q. Johnson
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Rob is a Member in the ESOPs & Employee Benefits practice group in the firm's Newport News office. He helps employers and self-employed individuals navigate the entire spectrum of employee benefits and executive compensation fields. Rob works alongside private, governmental, and tax-exempt employers and plan sponsors to create and maintain qualified retirements plans, nonqualified deferred compensation plans, and health and welfare plans. He also provides broad compensation counseling and plan drafting for companies needing to attract and retain key employees and executives. Rob provides comprehensive ERISA advice and, if problems arise, guides employers and plan sponsors through self-compliance efforts, correction procedures, and audits.

PRACTICE AREAS

- ESOPs & Employee Benefits
- Business Taxation
- Labor & Employment

RECOGNITION AND HONORS

- *Best Lawyers in America*, 2024

ASSOCIATIONS

- American Bar Association
- Newport News Bar Association

ADMISSIONS

- Virginia, 2009
- North Carolina, 2021

EDUCATION

- Christopher Newport University; B.A., 2005
- University of Richmond School of Law; J.D., *cum laude*, 2009

PRESS AND PUBLICATION

- 54 Kaufman & Canoles Attorneys Named Best Lawyers in America© 2024, 6 Named "Lawyer of the Year," and 10 Named "Ones to Watch"
- ESOP Client Alert – Game Changer: 100% ESOP-Owned Government Contractors Eligible for Sole Source Awards on Follow-On Contracts
- Employment Law Alert - Employer Action Required Under New COBRA Guidance, April 2021
- The CARES Act Webinar, April 2020

PRESS AND PUBLICATION (CONT.)

- ESOPs & Employee Benefits Update - The ERISA DIY Guide: Six Easy Steps to Getting Sued Over Your 401(k) Plan
- Robert Q. Johnson Named Member at Kaufman & Canoles
- New Tax Reform Law Impacts Employee Benefits and Executive Compensation
- Tax-Exempt Organizations Face New Executive Compensation Rules Under Tax Reform
- Equity Strategies, LLC is Now ESOP Strategies, LLC
- New Deferred Compensation Regulations
- 2017 Premium Tax Credit Quick Reference Chart
- New IRS Rules Streamline 83(b) Election Filings
- Employee Benefits Update - Spring 2016
- 2016 Retirement Plan Limitations