



Richard C. Mapp III
Partner

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Rick is the Chairman of the Employee Benefits, ESOPs & Executive Compensation Practice Group at Kaufman & Canoles and is also a member of the Mergers, Acquisitions & Strategic Alliances Group. Rick is also the President of Equity Strategies, LLC, 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

- Employee Benefits, ESOPs & Executive Compensation
- Mergers, Acquisitions & Strategic Alliances
- 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 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 large multinational corporation

recognition and honors

- Best Lawyers in America, 2002–2012
- AV® Rated; Martindale-Hubbell

associations

- 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

- 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
- 30 Kaufman & Canoles Attorneys Selected as Best Lawyers in America