



## **STEVEN G. SCHAFFER**

**Partner**  
**Atlanta**

E: [steven.schaffer@bclplaw.com](mailto:steven.schaffer@bclplaw.com)

T: [+1 404 572 6830](tel:+14045726830)

### **BIOGRAPHY**

Steven Schaffer's practice at BCLP principally involves transactions involving employee stock ownership plans, including representation of companies, lenders, trustees, sellers and valuation firms in connection with those transactions. His practice also involves the design of employee stock ownership, pension, profit sharing and employee benefit plans, as well as the legal aspects of plan administration. He has extensive experience in plan audits and Department of Labor investigations, including problem resolution through various governmental voluntary compliance programs. Schaffer also is heavily involved in negotiating employment arrangements and equity incentives for executives, both on behalf of employers and executives. He has represented both companies and executive groups with respect to employee benefit and executive compensation issues in mergers and acquisitions and leveraged buyouts. Other areas of concentration include tax planning and corporate transactions. Schaffer is a frequent speaker on ESOPs, employee benefits and executive compensation topics.

## CIVIC INVOLVEMENT & HONORS

- *The Best Lawyers in America*, Employee Benefits (2007-2016, 2020,2023)
- *The Best Lawyers in America*, Employee Benefits (ERISA) Law, "Lawyer of the Year" (2012, 2023)
- Georgia Super Lawyer (2007-Present)
- Who's Who Legal: Georgia (2007)
- PLC Cross-Border Labour & Employee Benefits Handbook

## PROFESSIONAL AFFILIATIONS

- American Bar Association – General Business Section
- American Bar Association – Tax Section
- Southern Employee Benefits Conference
- State Bar of Georgia

## ADMISSIONS

- Georgia, 1985
- New York, 1982

## EDUCATION

New York University, LL.M., 1982

Emory University, J.D., 1981

Emory University, B.A., 1978

## RELATED PRACTICE AREAS

- Employee Benefits & Executive Compensation
- ESOP Team
- Corporate
- Finance

- Cross-border Employment Issues
- Employment & Labor
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Plan Design & Implementation
- Plan Administration & Fiduciary Issues
- Welfare Plans
- Interdisciplinary Privacy/HIPAA Practice
- Practice Before Government Agencies
- ERISA & Employee Benefits Litigation
- International Pensions & Benefits Practice
- Pensions
- Share Plans & Incentives
- Executive & Deferred Compensation

## RESOURCES

### PUBLICATIONS

- Co-Author, "Employee Stock Ownership Plans: Another Tool for Family-Owned Banks," BankDirector.com, June 19, 2015

### SPEAKING ENGAGEMENTS

- "How has the Economic Downturn Altered Liquidity Options for Business Owners," EASA 2020 Webinar, June 16, 2020
- "The Role of the ESOP Trustee in 2015," New South Chapter of the ESOP Association Fall Conference: Rolling out the Red Carpet for ESOPs, Atlanta, GA, October 22, 2015
- "Is an ESOP Right for You?" Sponsored by Benefits Trust, Bryan Cave LLP, JP Morgan Securities, and Prairie Capital Advisors, Inc., Seminar and Panel Discussion, Atlanta, GA, February 10, 2015
- "ESOPs Presentation," Sponsored by the Florida West Coast Employee Benefits Counsel, Tampa, FL, March 20, 2014
- "ESOPs: A Benefit You Can Bank On," Sponsored by the Community Bankers Association of Georgia, Bryan Cave LLP, and Porter Keadle Moore, LLC, Atlanta, GA, May 21, 2013

- “Update on Defined Benefit Plans,” Georgia Society of CPAs Estate and Financial Planning Section’s Financial Planning Workshop, GSCPA Training Center, Atlanta, GA, May 9, 2013
- “Come on Down! Appointing an Institutional Trustee: What are the Best Practices?” New South ESOP Conference, Orlando, FL, October 18, 2012
- “Mature ESOP Issues,” The Carolinas, Mid-Atlantic and New South Chapters of The ESOP Association Tri-Chapter Regional Conference, March 26, 2012

## RELATED INSIGHTS

Awards

Aug 17, 2023

**The Best Lawyers in America® 2024**

Awards

Aug 18, 2022

**The Best Lawyers in America© 2023**

Insights

Aug 26, 2021

**BCLP Benefits summer 2021 newsletter**

Awards

Aug 19, 2021

**The Best Lawyers in America© 2022**

Insights

Mar 31, 2021

**BCLP Benefits newsletter**

Insights

Oct 27, 2020

**Q3 2020 IRS, DOL, and PBGC Guidance**

Awards

Aug 20, 2020

**The Best Lawyers in America© 2021**

Events

May 26, 2020

**Schaffer to Present on Liquidity Options for Business Owners**

Blog Post

Apr 06, 2020

## **COVID-19: CARES Act Limits Executive Compensation for U.S. Businesses Participating in CESA Relief**