



**Robert Q. Johnson**  
Member

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Rob focuses exclusively on employee benefits and executive compensation matters, both by serving clients and by leading the Firm's ESOPs, Benefits & Compensation team.

His practice spans a wide variety of topics, including all types of qualified and tax-advantaged retirement plans, ESOPs, nonqualified deferred compensation plans, executive employment and severance agreements, equity compensation plans, M&A transactions, welfare and fringe benefit compliance, ERISA fiduciary issues, IRS and DOL audits and investigations, and related tax and employment fields. Rob's clients include publicly traded, privately held, tax-exempt, and governmental organizations throughout the country. He also works closely with colleagues in other practices to provide comprehensive advice to the Firm's clients on how benefits and compensation laws impact their organizations.

With a reputation for being knowledgeable, practical, efficient, and responsive, Rob has become a trusted adviser to business owners, executives, and human resources professionals. He enjoys working closely with clients to craft thoughtful and individualized solutions that allow them to accomplish their goals while complying with complex and constantly evolving rules.

Beyond his law practice, in addition to spending time with his family of seven, Rob is active in several professional, civic, and community organizations.

#### PRACTICE AREAS

- ESOPs, Benefits & Compensation
- Business Taxation
- Labor & Employment

#### RECOGNITION AND HONORS

- *Best Lawyers in America*, 2024-2025

#### 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 PUBLICATIONS

- 55 Kaufman & Canoles Attorneys Named *Best Lawyers in America*© 2025, 7 Named “Lawyer of the Year,” and 13 Named “Ones to Watch”
- 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
- 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