

Kaufman & Canoles is seeking an experienced **Employee Benefits Associate** to join our highly collaborative five-person ESOPs, Benefits & Compensation team.

Our team advises privately held, publicly traded, governmental, and tax-exempt clients on a broad cross-section of benefits and compensation topics, including qualified retirement plans; employee stock ownership plans (ESOPs); nonqualified deferred compensation plans; equity compensation; employment tax; welfare benefits; M&A transactions; IRS and DOL audits and investigations; executive employment agreements; and related ERISA and benefits matters.

The successful candidate will:

- Possess two or more years of direct experience with employee benefits and executive compensation, preferably in a law firm environment. As the successful candidate will have the opportunity to join and grow the team's existing ESOP practice, prior experience with private-company ESOPs would be helpful but is not required.
- Be committed to the long-term practice of employee benefits and executive compensation.
- Work in any of the Firm's office locations (Norfolk, Richmond, Raleigh, Virginia Beach, Williamsburg, Newport News, Chesapeake).
- Work independently and proactively to build relationships with and advise the Firm's clients and other attorneys on all benefits matters, as well as help build the ESOPs, Benefits & Compensation team's capabilities and client base.

EDUCATION AND LICENSE REQUIREMENTS

Juris Doctor (J.D.) degree from a law school accredited by the American Bar Association.

Admission to the Virginia or North Carolina Bar (or ability to become licensed and remain in good standing).

COMPENSATION AND BENEFITS

We offer a competitive salary, performance-based bonus opportunities, and a comprehensive benefits package. Benefits include medical, dental, vision, life insurance, 401(k) match and profit sharing, and long-term disability.