

New Episode of Transaction Talk | Understanding ESOPs: Tax Benefits, Structure, and Strategy

By RIW on August 18, 2025



Are you a business owner considering a sale but want to explore all your options? Then this episode of Transaction Talk is for you! Today, hosts Eric Sigman and Jennifer Fox dive into the world of Employee Stock Ownership Plans (ESOPs) with Mary McCooe, a Corporate and Benefits Lawyer from Maselan & Jones. As a specialist in ESOPs, financing transactions, and a wide range of employee benefits issues, Mary brings a wealth of expertise to the conversation. Tune in to learn what an ESOP is and why a business might choose one over other options. We'll explore how ESOPs function as retirement plans, unpack the concept of beneficial ownership, and break down vesting components. Mary also discusses the advantages of being ESOP-owned, the various legal areas associated with these transactions, the importance of a strong management team, and other crucial considerations for business owners.

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Transaction Talk is a podcast co-hosted by RIW shareholder [Eric Sigman](#) and Jennifer Fox, the president of Transworld Boston. The podcast provides a 360-degree view of the current Boston M&A market and breaks down the deal process from a business, brokerage and legal perspective.

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