Christopher Stock

Associate

Richmond

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OVERVIEW

Chris advises public and privately held companies, private equity firms and their portfolio companies, and individual executives on a wide range of executive compensation and employee benefit matters, including in connection with mergers and acquisitions and other business transactions. He regularly counsels clients on the design, implementation, and administration of equity and cash incentive arrangements as well as the applicable tax, securities law, corporate governance, and disclosure implications of those arrangements. Chris also represents clients negotiating executive employment and separation agreements.

In his pro bono work, Chris advises nonprofit organizations on human resource-related matters and represents clients in no-fault divorce proceedings.

AWARDS

- *Best Lawyers in America®: Ones to Watch:* Employee Benefits (ERISA) Law (2024-2027)
- *Virginia Lawyers Weekly's "Up & Coming Lawyers"* Class of 2024

TOP AREAS OF FOCUS

- Employee Benefits + Executive Compensation
- Executive + Equity-Based Compensation

ALL AREAS OF FOCUS

- Employee Benefit Guidance on Workforce Transitions
- Employee Benefits + Executive Compensation
- Executive + Equity-Based Compensation
- Governmental Audits, Benefit Claims + ERISA Litigation
- Plan Governance, Investment + Fiduciary Issues
- Private Equity

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PROFESSIONAL/COMMUNITY INVOLVEMENT

- American Bar Association member; Section of Real Property, Trust and Estate Law: vice-chair, Plan Transactions and Terminations Committee of the Employee Plans and Executive Compensation Group (2021-present)

PROFESSIONAL EXPERIENCE

- Legal extern, Pension Benefit Guaranty Corporation Appeals Board, 2018

EDUCATION AND CERTIFICATIONS

EDUCATION

- Georgetown University Law Center, LL.M. (Taxation), 2018, Certificate in Employee Benefits
- University of Baltimore School of Law, J.D., *cum laude*, 2016, editor-in-chief, *University of Baltimore Journal of International Law*
- University of Maryland, B.A., 2013

BAR ADMISSIONS

- Maryland
- Virginia

CLERKSHIPS

- Circuit Court for Baltimore County

SPEAKING ENGAGEMENTS

- Moderator, “CARES Act – Retirement Plan Distributions and Loans,” Troutman Pepper Podcasts, May 8, 2020.

PUBLICATIONS

- Co-host, “Multiemployer Pension Plans in Mergers and Acquisitions,” *Employee Benefits and Executive Compensation Considerations in Mergers and Acquisitions* Podcast Series, May 2, 2024.
- Co-author, “IRS Issues Guidance on EPCRS Expansion of Under SECURE Act 2.0,” *Troutman Pepper*, June 22, 2023.
- Co-author, “Cybersecurity Security Best Practices for Retirement Plan Administration,” *Troutman Pepper*, April 29, 2021.
- Co-author, “Revised Summary of CARES Act and FFCRA Tax Credit and Payroll Tax Relief,” *Troutman Pepper*, July 14, 2020.
- Co-author, “COVID-19 Resource Guide for Human Resources Professionals: Action Items and Implementation Guidelines Relating to Employee Benefit Plans,” *Troutman Pepper*, May 15, 2020.
- Co-host, “CARES Act – Retirement Plan Distributions and Loans,” *Troutman Pepper Podcast*, May 8, 2020.
- Co-author, “UPDATE: COVID-19 Employee Benefits FAQs for Employers: Focus on Executive Compensation,” *Troutman Pepper*, April 1, 2020.
- Co-author, “UPDATE: COVID-19 Employee Benefits FAQs for Employers: Focus on Retirement

Plans," *Troutman Pepper*, April 3, 2020.

- Co-author, "Planning Opportunities After the Supreme Court's Decision in Intel Corp. Investment Policy Committee et al. v. Sulyma," *Troutman Pepper*, March 12, 2020.
- Co-author, "162(m) Proposed Regulations: Six Lessons and a Handful of Planning Opportunities," *Troutman Pepper*, February 6, 2020.

MEDIA COMMENTARY

- Mentioned, "Troutman Pepper Locke Represents Burke & Herbert Financial Services in $100 Million Subordinated Notes Offering," *Financial Services Blog*, October 5, 2026.