



## Alex C. Eads

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Alex Eads is a Senior Associate in Krieg DeVault's Executive Compensation and Employee Benefits Practice. His practice focuses on advising companies, ESOP trustees, and other ERISA fiduciaries on a broad range of employee benefits, fiduciary, and transaction related matters.

Alex regularly represents companies and fiduciaries in both leveraged and non-leveraged ESOP transactions involving the purchase and sale of company stock. His work includes advising on transaction structuring, fiduciary process considerations, and ERISA compliance, as well as counseling employers on the design, implementation, and ongoing administration of employee benefit plans and executive compensation arrangements, including equity-based, synthetic equity, and other incentive compensation programs. He also advises on ERISA fiduciary governance, IRS and U.S. Department of Labor inquiries and plan corrections, and executive and deferred compensation planning. Drawing on his prior experience as a CPA and business valuator, Alex provides practical, financially informed legal advice in ESOP transactions, including coordination with financial advisors and other deal professionals.

Alex's practice also includes advising clients on corporate and transactional matters that intersect with employee benefits and compensation considerations, including entity structuring, governance issues, mergers and acquisitions, and related due diligence.

### Education

- J.D., *cum laude*, Indiana University Robert H. McKinney School of Law, Indianapolis, Indiana, 2021
  - Graduate certification in Corporate and Commercial Law
- B.S. in Accounting and Finance, Indiana University Kelley School of Business, Bloomington, Indiana, 2014

### Bar & Court Admissions

- Indiana, 2021
- U.S. District Court for the Northern District of Indiana, 2021
- U.S. District Court for the Southern District of Indiana, 2021

### Certifications

- Legal Lean Sigma® White Belt

### Practices



- Employee Stock Ownership Plans
- Employee Benefits and Executive Compensation
- Business Services

### **Industries**

- Employee Stock Ownership Plans

### **Professional Associations**

- Member, The ESOP Association
- Member, National Center of Employee Ownership
- Member, ESOP Alliance
- Member, Indiana State Bar Association
- Member, Indianapolis Bar Association
- Member, American Bar Association

### **Publications and Presentations**

- Presenter, "Beyond Ownership: How ESOPs Can Drive Successful Acquisitions," The ESOP Association Indiana Chapter Spring Conference, March 10, 2026
- Author, "IRS Announces Launch of Pre-Examination Compliance Program for Qualified Retirement Plans," June 28, 2022