



Jack C. Freeman

Vice President

jack.freeman@griffinfinancialgroup.com

310.953.8707

Practice

ESOPs – Employee Stock Ownership Plans

Jack advises business owners, executives and stakeholders on succession planning and ownership transition strategies. With a specialized focus on employee stock ownership plans (ESOPs), Jack brings over a decade of experience in mergers and acquisitions advisory and investment management. He delivers customized solutions that align with each client's strategic objectives and long-term financial goals.

Jack's expertise spans financial modeling, valuation analysis and transaction advisory across a broad range of industries, including construction, manufacturing, consumer products, business services, aggregate materials, logistics and aerospace. His hands-on, client-focused approach ensures tailored guidance on both the opportunities and complexities of implementing employee ownership structures.

Jack previously held leadership positions in investment banking, where he led deal teams through the full M&A lifecycle. His work included sourcing transactions, conducting detailed financial and operational due diligence, building valuation models, developing marketing materials, managing investor outreach, negotiating key terms and coordinating closings. This end-to-end experience equips Jack with a deep understanding of business transitions and enables him to guide clients through every phase of the ESOP process with confidence and clarity.

Education

- Pepperdine University, MBA
- University of Colorado at Boulder, B.S.

Licensing

- FINRA Series 63 and 79 licenses