



Bio for James J. Bonham, President and CEO of The ESOP Association

James Bonham has served since 2019 as President and CEO of The ESOP Association, the largest Association in the world representing employee-owned businesses and the professionals who provide services to them. The ESOP Association membership includes over 3,400 employee-owned businesses and professionals in the United States, and the more than 11 million American worker households that hold an interest in an Employee Stock Ownership Plan (ESOP).

Working from their Washington, DC headquarters, Bonham leads the Association and its 19 state and regional chapters. He also serves as President of the affiliated Employee Ownership Foundation, whose mission is to educate and expand employee ownership throughout the United States.

Bonham has more than 30 years of senior government and C-suite level experience navigating the complex intersections between business and government in Washington, DC working in sectors as diverse as retirement policy, insurance, financial services, taxes, healthcare, energy, and the environment.

Prior to becoming President and CEO of The ESOP Association, Bonham served for more than a decade as the Chairman of Public Policy and Government Relations for Manatt, Phelps & Phillips, an AmLaw 200 law firm. In this capacity he led teams of legislative, legal and regulatory specialists in their roles as external business advisors and advocates for clients that span high profile national trade organizations and Fortune 500 corporations.

Prior to transitioning into the private sector, Bonham worked in senior staff positions in both the U.S. House of Representatives and the U.S. Senate. James is a graduate of Creighton University in Omaha, Nebraska, and lives in Annapolis, Maryland.

The International Employee Ownership Center

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