



About Sky Blue

Founded by John Zollo, Sky Blue ESOP Fiduciary Services is dedicated to providing responsive, expert fiduciary services. We represent the interests of thousands of employees and plan participants throughout the country.

Our Services and Experience

- We provide trustee services for ESOP transactions of varying size and complexity. This includes 100% company acquisitions, partial and second-stage transactions, and transactions that include warrants and deferred compensation arrangements.
- We provide outside, independent ESOP trustee services for established plans.
- We have worked with companies throughout the U.S., including Alabama, California, Colorado, Florida, Georgia, Idaho, Kansas, Maryland, Massachusetts, Michigan, Mississippi, Missouri, Nebraska, New Hampshire, New York, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Utah, Virginia, and Washington.
- We have experience working with companies in many industries, including construction; manufacturing; retail; professional, scientific, and technical services; arts, entertainment, and recreation; and automotive repair and maintenance.
- John has presented at national ESOP conferences, speaking on various topics including deferred compensation; protecting ESOP transactions with liability insurance; EBSA investigations; resolving DOL and participant claims; communicating value to participants; and sustainable distribution policies.

What Sets Sky Blue Apart?

John Zollo is an attorney with over a decade of dedicated practice in ESOP and ERISA law. He has counseled ESOP-owned companies, officers, boards of directors, ESOP trustees, and banks providing ESOP financing. John's legal experience facilitates his ability to make sound fiduciary decisions and help clients navigate the complexities of ERISA compliance.

John S. Zollo, President

About John

John is an experienced ESOP trustee and an employee benefits law attorney, working with clients throughout the country and in various industries. John also serves on advisory boards and as a fiduciary for profit sharing and 401(k) plans.

Since 2007, John has practiced exclusively ESOP and employee benefits law, advising board members, plan administrators, investment committees, trustees, and investment advisors on best practices to limit exposure to fiduciary liability. John has worked as an attorney at the Employee Benefits Law Group PC (California) and Ice Miller LLP (Indiana), and as a partner at Barclay Damon LLP (New York) and ESOP Plus: Schatz Brown Glassman LLP (New York).

John is a graduate of Columbia University (A.B. 1995), Ohio University (M.S. 1999), and UC Davis School of Law (J.D. 2007) where he was an editor of the UC Davis Law Review and the recipient of the Witkin Award for Academic Excellence in Pension Law. He lives in Syracuse with his wife, Tracy Lobo, and daughter Alice.

Selected Speaking Engagements/Publications

- “Resolving DOL and Participant Claims,” ESOP Association, Multi-State ESOP Association Meeting 2019, Pennsylvania/Delaware and New York/New Jersey Chapters, Pocono Manor, PA, September 19, 2019
- “Protecting Your ESOP Transaction: Transactional Liability and Insurance Protection,” National Center for Employee Ownership (NCEO), Employee Ownership Conference 2019, Pittsburgh, PA, April 11, 2019
- “Communicating Value to Participants,” ESOP Association, New York/New Jersey Chapter, 2019 Spring Conference, Rochester, NY, April 3, 2019
- “ESOP Companies: Nonqualified Deferred Compensation for Key Employees,” National Center for Employee Ownership (NCEO), Employee Ownership Conference 2018, Atlanta, GA, April 18, 2018
- “EBSA Investigations: Common Violations and Tips to Avoid Them,” National Center for Employee Ownership (NCEO), Employee Ownership Conference 2017, Denver, CO, April 4, 2017
- “Sustainable Distribution Policies,” National Center for Employee Ownership (NCEO), The ESOP Symposium, Austin, TX, September 13, 2016
- “U.S. Supreme Court Clarifies ERISA’s Statute of Limitations While Emphasizing Plan Fiduciary’s Ongoing Monitoring Obligations Under ERISA,” (Bloomberg BNA Insight), July 2015