



AMY L. DEMLOW

Managing Member

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OVERVIEW

Amy Demlow is the Managing Member of Critchfield, Critchfield & Johnston—the first woman in the over 150-year history of the firm to assume the role. Over her 30+ years of practice, she has developed extensive capabilities in complex corporate and business transactions, as well as real estate matters. She also counsels owners of closely-held businesses on various estate planning matters. Amy has worked with several families and closely held business owners in structuring their family trust companies as a solution to business succession and successor trustee issues.

M&A/CORPORATE AND BUSINESS

Amy serves as lead counsel on numerous firm M&A transactions, including closely held exchanges, private equity transactions, and sales to public companies. She is results-oriented and works easily with investment bankers and certified public accountants on a team approach. She is familiar with tax, regulatory, and complex issues that affect buyers and sellers. She also serves as general counsel to several firm clients, offering guidance on matters such as corporate governance, executive compensation, and business succession planning.

ESTATE PLANNING

In addition to her general corporate work, Amy guides clients through the estate planning process, focusing on the preservation and protection of assets through the use of comprehensive wealth transfer and tax-saving strategies. She designs tailored planning options not only to minimize taxes but also to address sometimes sensitive family dynamics.

FAMILY TRUST COMPANIES

Amy is also skilled in creating customized Family Trust Companies. These entities offer families and family businesses the option to establish their own private trust company in Ohio, serving as a trustee for family trusts. Amy considers the unique dynamics of each family as she structures these companies to address business

PRACTICE AREAS

CORPORATE AND BUSINESS

COMPANY FORMATION AND
BUSINESS PLANNING

EMPLOYMENT AND LABOR

EXECUTIVE COMPENSATION

ESTATE PLANNING, PROBATE, AND TRUST ADMINISTRATION

BUSINESS SUCCESSION PLANNING
FAMILY AND PRIVATE TRUST
COMPANIES
CHARITABLE PLANNING
SOPHISTICATED ESTATE PLANNING

MERGERS AND ACQUISITIONS

REAL ESTATE

TAX PLANNING, ZONING AND
INCENTIVES
REAL ESTATE FINANCE
REAL ESTATE DEVELOPMENT

succession and successor trustee issues.

OUTSIDE THE OFFICE

In addition to her responsibilities to her clients, her firm, and to the numerous boards on which she sits, Amy actively educates others through speaking engagements with organizations such as Women in Business, Non-Profit Symposium on Fundraising, Medina Chamber of Commerce Business and Growth, and the Medina Chamber of Commerce Women's Business Conference. She is also a frequent speaker on non-legal issues, including work-life balance and LGBT issues.

EDUCATION

University of Akron School of Law, J.D.

University of Akron College of Business, Master of Taxation

University of Akron College of Business, B.S.

ADMISSIONS

Ohio

EXPERIENCE

CAPITAL RAISING

- Securitization of consumer loan paper for a publicly-traded financial institution with senior and subordinate certificates – six private offerings in excess of \$44 million each
- \$50 million private offering of capital securities, Series A under trust indenture for publicly traded financial institution and subsequent exchange offering of Series A securities
- \$3.250 million private offering of capital securities under trust indenture for a publicly-traded financial institution.

ACQUISITIONS STRUCTURES

- Structured acquisition of a manufacturing company and subsidiaries by a publicly-traded company as Internal Revenue Code section 351 transaction where total combined value exceeded \$250 million
- Structured acquisitions to protect the use of net operating losses and credits in excess of \$600,000 by an acquirer
- Structured reverse triangular merger to avoid two-party merger being treated as a deemed asset acquisition
- Formed holding company to achieve corporate synergies for manufacturing and related service companies with a combined value in excess of \$6 million
- Restructured transaction with publicly traded acquirer from taxable sale of assets to business separation followed by a non-recognizable transfer of assets

under Internal Revenue Code section 368(a)(1)(C)

OTHER TRANSACTION PROJECTS

- Worked on straight A reorganizations of two publicly traded companies
- Researched federal income tax issues related to executive compensation including golden parachute payments, restricted stock agreements, incentive stock options, and Internal Revenue Code section 83(b) elections
- Worked on a variety of asset and stock acquisitions for publicly traded and private companies where total value ranged between \$500,000 and \$5 million
- Worked on spin-offs of unrelated businesses for various clients

REAL ESTATE PROJECTS

- Formation and structure of limited liability companies to develop residential and commercial projects
- Draft and negotiate purchase agreements and related easements, rights of way, and licenses
- Negotiation of loan documents on behalf of their clients
- Formation and drafting of homeowner associations and commercial condominium associations

NON-PROFIT CORPORATION PROJECTS

- Structured and created tax-exempt holding company including the formation of corporation and application to Internal Revenue Service for tax-exempt status
- Advised on supporting organizations and donor-advised funds for non-profit clients
- Structured loan program for a local college to lend seed money to non-profit organizations for new initiatives focused on supplementing funding sources
- Consulted, advised, and facilitated the merger of two 501(c)(3) organizations who desired to achieve greater economic and administrative efficiencies

RECOGNITIONS

- Leadership Medina County, Excellence in Medina County Leadership Award (2023)
- Named as “Lawyer of the Year” for Closely Held Companies and Family Businesses Law (Akron, Ohio, Metro Area) by *The Best Lawyers in America*® (2024)
- Named to *The Best Lawyers in America*® for Corporate Law and Closely Held Companies and Family Business Law (2021 – 2025), and Mergers and Acquisitions Law (2025)
- Medina County Economic Development Corporation, Finalist, Outstanding Community Advocate (2018)
- Leadership Medina County, Finalist, Excellence in Business Leadership (2018)
- Women’s Journal/ATHENA Medina County, ATHENA Award, (2014)
- Ohio State Bar Foundation, Community Service Award for Lawyers 40 and Under (District 10 Community Service Award Recipient) (2007)
- Medina County Economic Development Corporation, Finalist, Individual Award (2007)

AFFILIATIONS

- Ohio State Bar Association
- Medina County Bar Association

IN THE COMMUNITY

- Main Street Medina, Board of Directors (current)
- Medina County Economic Development Corporation, Member (2010 – current)
- Medina Hospital, a Cleveland Clinic Hospital, Trustee (current)
- United Way of Medina County
 - Trustee (2003-2009)
 - Chair (2008-2009)
 - Committee member (current)
- Leadership Medina County, Class of 2001
 - Trustee
 - Committee member (current)
- Greater Medina Chamber of Commerce, Trustee (2010 – 2018)
- Medina City School Foundation
 - Trustee (2003-2009)
 - Treasurer (2007-2009)
- Medina City School Technology School Board (2007-2009)
- Leave A Legacy/Write a Will Week, Volunteer Attorney (2004-2006)
- Medina County Estate Planning Council

SPEAKING ENGAGEMENTS

- Medina Chamber of Commerce Business Growth Conference (Fall 2007)
- Non Profit Board symposium on fundraising (Spring 2007)
- Women in Business/Medina Chamber of Commerce (Fall 2006)
- Leave a Legacy (Summer 2009)
- Women's Business Conference/Medina Chamber of Commerce (Winter 2013)
- empowHER Conference/ATHENA Leadership Awards, "Leading with Authenticity" (2021)