



## KANSAS CITY

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## Assistant

Jackie Baker  
816.460.5743

## PRACTICE AREAS

Closely Held & Family Business

Corporate & Business

Employee Benefits & Executive  
Compensation

Entrepreneurial Services

Tax

Employee Stock Ownership  
Plans (ESOP)

## COURT MEMBERSHIPS

- Kansas
- Missouri

## EDUCATION

University of Kansas School of  
Law, J.D., 1989

- Note and Comment Editor,  
*Kansas Law Review*

- Order of the Coif

Wichita State University, A.B.A.,  
Accounting, *cum laude*, 1984

# Gregory B. Kuhn

Partner | [gregory.kuhn@lathropgpm.com](mailto:gregory.kuhn@lathropgpm.com)

**Clients refer to Greg as an "outstanding" employee benefits lawyer. He is able to quickly see through complicated situations and identify and implement practical solutions.**

Greg Kuhn, a member of Lathrop GPM's Business Transactions group, brings an exclusive focus on employee benefits, ERISA and executive compensation to clients. He supports a diverse portfolio of clients ranging from large publicly traded enterprises to small, privately held businesses. Greg excels in navigating the complex landscapes of statutory and regulatory provisions regarding:

- ERISA
- Employee Stock Ownership Plans (ESOP)
- Equity Compensation Plans, including Options and Phantom Equity Plans
- Executive Compensation
- Health, Welfare and Fringe Benefits
- Non-Qualified Deferred Compensation Plans, including Internal Revenue Code Section 409A Compliance
- Pension Plan Terminations and PBGC Audits
- Qualified Retirement Plans, including 401(k), Profit Sharing and Pension Plans

He prepares qualified retirement plan documentation, counsels employers on plan operational matters, manages and obtains regulatory approval of plan terminations, and designs and drafts non-qualified deferred compensation and equity compensation plans. His broad industry knowledge is further underscored by his ability to provide guidance on tax issues related to employee benefits and to

correct operational and document errors in qualified retirement plans and non-qualified deferred compensation plans.

Aside from his primary responsibilities, Greg has proven instrumental in representing both buyers and sellers in M&A transactions regarding employee benefit issues and integration. For example, he regularly assists a national healthcare client when it acquires medical practices with the integration of their 401K and other employee benefits plans. He also designs and drafts equity compensation arrangements, including stock options, restricted stock units (RSUs), stock appreciation rights (SARs), phantom stocks, and employee stock purchase plans (ESPPs).

Greg's prior experience as a Certified Public Accountant with a Big 4 accounting firm sets him apart, providing a unique blend of accounting expertise and legal analytical skills. He is committed to resolving complex technical issues in an efficient, practical manner for the human resource (HR) professionals and in-house counsel he serves. His diverse experience and comprehensive skill set make Greg an invaluable asset to Lathrop GPM's Business Transactions team and, most importantly, to clients.

#### **WHEN ASKED ...**

##### **What inspires you about the practice of law?**

I enjoy the personal relationships with clients and helping them solve complex problems.

##### **What do you do outside of work?**

I enjoy being outdoors doing fun and physical activities such as skiing, windsurfing, biking and hiking.

#### **Client Alerts And Blog Posts**

- Cryptocurrency as a 401(K) Plan Investment Option  
May 23, 2022
- Employee Benefits Alert: August 31 Deadline for RMD Rollovers  
August 27, 2020

- More Participant-Friendly Guidance from IRS in Light of COVID – This Time, It’s Cafeteria Plans  
June 10, 2020
- Latest IRS Guidance on CARES Act Retirement Plan Provisions  
June 4, 2020
- Navigating the COBRA Rules Under the Latest DOL and IRS COVID-19 Relief  
May 14, 2020
- CARES Act Retirement Plan Provisions  
April 20, 2020

### In The News

- BusinessWeek: Lathrop Gage Represents Silpada in Sale to Avon  
July 20, 2010

### News Releases

- Eight Lathrop GPM Attorneys Named Lawyer of the Year, 89 Ranked as The Best Lawyers in America©  
August 17, 2023
- Lathrop GPM Represents CryptoSlam in Combination with Forkast. News  
May 16, 2023
- Lathrop GPM Represents Endpoints News in Its Partnership With the Financial Times  
April 27, 2023
- Six Lathrop GPM Attorneys Named Lawyer of the Year, 95 Ranked as The Best Lawyers in America©  
August 18, 2022
- Seven Lathrop GPM Attorneys Named Lawyer of the Year, 100 Ranked as The Best Lawyers in America©  
August 19, 2021
- Lathrop GPM Franchise Practice Group Closes Deal Between Home Health Care Giants  
August 13, 2021
- Lathrop GPM Attorneys Named to The Best Lawyers in America©, Lawyer of the Year, and Ones to Watch for 2021  
August 20, 2020
- Best Lawyers in America 2020 Names 72 Lathrop Gage Attorneys; 13 Lawyers of the Year  
August 15, 2019

- Best Lawyers in America Recognizes 70 Lathrop Gage Attorneys  
August 15, 2018
- Best Lawyers in America Recognizes 78 Lathrop Gage Attorneys  
August 15, 2017
- Best Lawyers in America Recognizes 78 Lathrop Gage Attorneys  
August 16, 2016
- 81 Lathrop Gage Attorneys Named “Best Lawyers in America”  
August 15, 2013
- 80 Lathrop Gage Attorneys Named “Best Lawyers in America”  
August 22, 2012
- 54 Lathrop Gage Attorneys Named Missouri & Kansas Super  
Lawyers  
November 1, 2011
- 62 Lathrop Gage Attorneys Recognized by Super Lawyers  
Magazine  
October 13, 2010
- Lathrop Gage Represents Silpada Designs in Sale to Avon  
July 12, 2010
- Gregory B. Kuhn Joins Lathrop Gage as Partner  
September 1, 2009

## Honors

- Selected among *The Best Lawyers in America*®, 2013-2024
  - Employee Benefits (ERISA) Law "Lawyer of the Year," 2022
- Selected for Missouri/Kansas *Super Lawyers*, 2006-2011
- Martindale-Hubbell® "AV" Rating