



Gregory (Greg) B. Kuhn

Partner

Kansas City

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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
- 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

Areas of Focus

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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 background as a Certified Public Accountant with a Big 4 accounting firm sets him apart, providing a unique blend of accounting experience 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.

Credentials

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, 1984, cum laude

Bar Admissions

- Kansas
- Missouri
- California

Recognition

- *Chambers USA: America's Leading Lawyers for Business*, Missouri Employee Benefits & Executive Compensation, 2024-2025
- Selected among *The Best Lawyers in America*®, 2013-2025
 - Employee Benefits (ERISA) Law "Lawyer of the Year," 2022, 2025
- Selected for Missouri/Kansas *Super Lawyers*, 2006-2011
- Martindale-Hubbell® "AV" Rating