



Jordan W. Bergkamp

PARTNER

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OVERVIEW

A former certified public accountant (CPA), Jordan has the well-rounded experience to advise clients regarding employee benefit packages and design executive compensation plans.

Jordan effectively works with clients on complex employer-sponsored benefit plans and compensatory arrangements. His legal training and accounting background allow him to navigate the Internal Revenue Code dealing with benefits law and thoroughly comprehend the Employee Retirement Income Security Act of 1974 (ERISA). Jordan dissects the rules, communicates those rules to clients in understandable language and tailors solutions to fit client needs.

For employee benefits, Jordan helps clients with employee retirement options, such as 401(k), 403(b) or pension plans, as well as medical, dental, vision, life insurance and other welfare plans. He has significant experience providing guidance for compliance matters involving the IRS, Department of Labor, ERISA, the Health Insurance Portability and Accountability Act (HIPAA) and the Affordable Care Act.

For executive compensation, Jordan designs plans that employers can offer executives to defer compensation or designs bonuses and incentive compensation plans to attract and retain executives. He also creates annual and long-term incentive plans for executives and sales employees.

Industry

Energy & Natural Resources

Services

Employee Benefits & Executive Compensation

Employee Stock Ownership Plans

Equity, Incentive, & Deferred Compensation

Retirement, Health, & Welfare Plans

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Prior to joining the firm, Jordan gained valuable experience counseling clients in various estate planning areas. Before attending law school, he obtained a Missouri CPA license and practiced tax accounting.

Experience

- Advise numerous large and midsize companies, both public and nonpublic, on virtually all employee benefit and executive compensation matters.
- Regularly represent clients on employee benefit and executive compensation matters relating to mergers and acquisition strategies and integration.
- File and receive compliance statements under IRS Employee Plans Compliance Resolution System (EPCRS) for numerous correction issues.
- Guide clients with design and implementation of executive compensation programs.
- Advise clients relating to Internal Revenue Code Section 409A compliance with deferred compensation arrangements.

Recognition

- *Best Lawyers: Ones to Watch® in America*
 - Employee Benefits (ERISA) Law, 2021-2025
- Missouri & Kansas Super Lawyers
 - Rising Star, Employee Benefits, 2022-2023

Education

- J.D., University of Kansas School of Law
 - CALI awards, Taxation of Business Enterprises and Executive Compensation
 - *Kansas Law Review*
- M.ACC., Kansas State University
 - Accounting
- B.A., Kansas State University
 - Business Administration

Admissions

- Missouri
- U.S. District Court, District of Kansas
- Kansas



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