



# Jordan J. Hughes

## SENIOR ASSOCIATE

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## OVERVIEW

**Jordan represents clients in complex business transactions and offers strategic guidance to closely-held companies and their owners on day-to-day business issues.**

Although Jordan's practice focuses on mergers, acquisitions, and related business transactions, he often serves as first point of outside counsel for many clients, offering strategic guidance on all facets of business law. Jordan regularly advises clients, including family offices, private investors, closely-held companies, private equity funds, and holdings companies, on private equity-style investments, capital deployment, investment fund formation, and incentive compensation program structuring, among other items. Jordan also advises clients on cross-border transactions, leveraging experience he gained early in his career using a network of global professionals to navigate the complex legal issues of his multinational clients.

Jordan has prior experience advising U.S., non-U.S. and multinational clients on the federal income tax issues related to corporate restructurings, joint ventures, private equity fund investments, real estate transactions, including REIT structures, cross-border investment, and other complex matters. In addition to his strong tax background, Jordan previously focused his practice on advising private individuals and family offices on a number of items, including navigating key considerations for setting up a family office, employee incentive compensation programs and the deployment of long-term capital in an efficient manner.

## Industry

Financial Services & Capital Markets

## Services

Alternative Investments  
Corporate  
Corporate Real Estate  
Mergers & Acquisitions  
Private Equity  
Private Wealth

## Experience

- Counseled private equity funds, family offices, and their respective portfolio companies on strategic and complex business transactions, including mergers, acquisitions, recapitalizations, divestitures, and compensation structures.
- Aided high-net worth clients as they navigate key considerations for setting up and operating a family office, including structure types, employee incentive programs, regulatory requirements, and financial flexibility considerations.
- Advised private equity firms and family offices on the acquisition and divestiture of portfolio companies in deals ranging in size from \$25 million to \$250 million.
- Drafted and negotiated principal transaction documents, including non-disclosure, sale purchase, financing, operating agreements, and key post-closing documents such as employment contracts, employee incentive equity grants, and related documentation.
- Supervised and managed buy/sell-side due diligence process, conducted interviews with key management team members, and composed legal due diligence memorandums.
- Drafted entity formation documentation and managed compliance filings including annual reports, foreign qualifications, and business filings in various state and/or non-U.S. jurisdictions.
- Counseled multinational corporations on mergers, acquisitions, post-acquisition, and pre-disposition restructurings, reorganizations, and supply chain restructurings, among other major non-U.S. transactions and tax planning strategies.
- Instructed clients on structuring matters related to joint ventures, private equity fund investments, M&A, and other private equity transactions involving LLCs, partnerships, and REITs, including transactions involving participation by U.S. tax-exempt, non-U.S., and sovereign wealth fund investors.

## Experience

- Advised clients on various aspects of tax policy, including the development of legislative and regulatory strategies, drafting advocacy pieces seeking legislative and regulatory changes to federal tax laws.
- Served on U.S. counsel team for TXO, a global leader in sustainable technology lifecycle solutions, in its acquisition of the AirWay Group of companies, leading providers of network infrastructure products and services.

## Recognition

- *Best Lawyers: Ones to Watch® in America*
  - Corporate Law, 2026

## Education

- J.D., University of Chicago Law School
- B.A., Michigan State University
  - *with High Honors*
  - Top Graduating Senior

## Admissions

- Wisconsin
- Illinois



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