

Steve Flores

Partner



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Chicago

Compensation and Benefits
Mergers and Acquisitions
Private Equity
CooleyREG
Wellness

Steve focuses his practice on complex executive compensation and employee benefits matters. He regularly advises employers, private equity sponsors and their portfolio companies, and management on executive compensation and employee benefit issues, including in connection with mergers and acquisitions, carve outs, joint ventures, private equity and venture capital investments, restructurings and lending transactions.

Steve assists clients of all sizes with the design, implementation and termination of employee benefit plans and compensatory arrangements, including equity and cash-based incentive plans, nonqualified deferred compensation arrangements, retention and change-in-control plans, employment and severance agreements, and retirement and health and welfare plans.

Steve has extensive experience counseling employers and plan fiduciaries on their Employee Retirement Income Security Act (ERISA) responsibilities, prohibited transactions, plan governance matters and governmental audits. He regularly advises clients on compliance with ERISA, the Internal Revenue Code (including sections 280G and 409A), the Health Insurance Portability and Accountability Act (HIPAA) and securities laws as they relate to employee benefit plans and arrangements.

A recognized leader in diversity, equity and inclusion, Steve serves, and has served, in various capacities with local and national bar associations, including the Chicago Committee, the Hispanic National Bar Association and the Hispanic Lawyers Association of Illinois. He is a Leadership Council on Legal Diversity Fellow and a Chicago United Business Leader of Color. Committed to public service, Steve serves on various nonprofit boards and was twice appointed by the mayor of Chicago to serve on the Chicago Police Board.

Education

University of Illinois College of Law
JD, 2007

University of Illinois Chicago
BA, 2003

Admissions & Credentials

Illinois

Rankings & Accolades

Chicago United – Business Leader of Color

Leading Corporate Employment Lawyers – LawDragon

Labor & Employment Star – Benchmark Litigation

Crain's Chicago Business – Notable Minorities in Accounting, Consulting

Law Latino Lawyer of the Year – Hispanic Lawyers Association of Illinois

Top Latino Lawyer – Latino Leaders Magazine

Best Lawyers in America – Employee Benefits (ERISA) Law

Memberships & Affiliations

Chicago Committee

Hispanic National Bar Association (HNBA)

Hispanic Lawyers Association of Illinois

American Bar Association (ABA)

Illinois State Bar Association

Leadership Council for Legal Diversity