

## Steve Flores

Partner



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Chicago

Compensation and Benefits  
Mergers and Acquisitions  
Private Equity  
CooleyREG

Steve focuses his practice on a broad array of complex executive compensation and employee benefits matters. He regularly advises private and public companies, private equity sponsors and their portfolio companies on a wide range of employee benefit and executive compensation matters in connection with mergers & acquisitions, carve outs, private equity and minority investments, restructurings and lending transactions. Steve also assists clients of all sizes with the design, implementation and termination of a wide array 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.

In addition, 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. Steve regularly advises clients on compliance with ERISA, the Internal Revenue Code (including 280G and 409A), the Health Insurance Portability and Accountability Act (HIPAA) and securities laws as they relate to such plans and arrangements. A well-known leader in diversity, equity and inclusion, Steve currently 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 (HLAI) – and he is a Leadership Council on Legal Diversity fellow and a Chicago United Business Leader of Color. Committed to public service, Steve also 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