

# Nicholas Bertron

## ASSOCIATE

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Office: Kansas City



**Clients value Nick's breadth of experience in employee benefits and tax matters, which he leverages to help solve a broad range of legal, technical and compliance issues affecting employee benefit and executive compensation programs.**

Nick regularly advises clients on a wide variety of employee benefit matters, including drafting, implementation, general compliance and administration of qualified retirement plans under ERISA and the Internal Revenue Code. He also frequently counsels clients regarding compliance matters applicable to health and welfare employee benefits plans including HIPAA, COBRA, the Affordable Care Act and ERISA. His practice also includes assisting clients with executive compensation matters and advising on the employee benefits aspects of mergers and acquisitions.

Prior to joining Stinson, Nick's practice focused on representing collectively bargained multiemployer defined contribution and defined benefit retirement plans, health & welfare plans and apprenticeship funds. In this role he regularly attended trustee meetings and routinely advised trustees and service providers on compliance with ERISA, the Internal Revenue Code, HIPAA, the ACA, fiduciary responsibility and prohibited transaction exemptions.

## PRACTICES & INDUSTRIES

Labor, Employment & Benefits  
Employee Benefits

## ADMISSIONS

Kansas  
Missouri

## EDUCATION

University of Kansas School of Law, J.D., 2016  
Colorado State University, B.A., 2012

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## EXPERIENCE

Nick routinely advises clients on a variety of HIPAA compliance matters concerning the privacy and security of protected health information and assists both covered entities and business associates with drafting and negotiating business associate agreements and preparing, updating and implementing HIPAA policies and procedures.

He performs due diligence and assists both buyers and sellers with a variety of employee benefits and executive compensation issues arising in corporate mergers and acquisitions.

Nick's experience includes drafting and reviewing plan documents and preparing amendments necessary to comply with ongoing changes to retirement plan tax qualification requirements.

He works with clients to correct operational plan errors through the IRS Employee Plan Compliance Resolution System (EPCRS) and advising on potential procedure changes to prevent reoccurrence of operational plan errors and failures.

Nick has assisted clients implement an array of benefit plan changes involving plan governance and benefit structures and ongoing plan administration by reviewing contracts and service provider agreements, preparing plan amendments, preparing regulatory disclosures and required filings and reviewing and preparing participant communications and required plan notices.

## RECOGNITIONS

Missouri and Kansas *Super Lawyers*, Rising Star, 2022

## NEWS

*Super Lawyers* Recognizes 29 from Stinson on Missouri and Kansas Top Lists  
11.14.2023

*Super Lawyers*© Recognizes 26 Stinson Attorneys in Missouri and Kansas  
11.14.2022

## PUBLICATIONS

DOL Issues FAQs on SECURE Act Lifetime Income Illustrations and Interim Final Rule  
08.03.2021

Annual Limits on Qualified Plans for 2021  
10.29.2020

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## Nicholas Bertron

IRS Issues Additional Guidance on Coronavirus-Related Distributions and Plan Loans under CARES Act  
07.02.2020

Multiemployer Pension Reform Likely on the Table in Phase 4 Coronavirus Bill  
04.15.2020

CARES Act Provides Much Needed Retirement Plan-Related Relief for Individuals and Employers  
Impacted by COVID-19  
03.28.2020

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