



Daniel L. Barnes

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Practice Areas

Employee Benefits

Tax

Admissions

Wisconsin

Education

Juris Doctor, University of Iowa College of Law, *with high distinction*, Order of the Coif (Administrative Editor, *The Journal of Corporation Law*)

Bachelor of Science, Economics, Southeast Missouri State University, *summa cum laude*

Daniel Barnes is an associate in the Employee Benefits and Tax Practice Groups in the Milwaukee office.

Daniel focuses his practice on employee benefits and executive compensation. He has extensive experience with compliance issues related to the Affordable Care Act (ACA), including assisting employers with meeting the requirements of the employer mandate, navigating the ACA's information reporting requirements, and designing and implementing self-funded health plans in a manner to comply with the ACA's market reform provisions. Daniel also has experience assisting employers and benefit advisors in the design and implementation of wellness programs to comply with the American with Disabilities Act and Genetic Information Nondiscrimination Act. He also assists clients with various compliance issues related to welfare plans that arise under ERISA, COBRA, HIPAA, and the Internal Revenue Code. Daniel has also aided clients in designing benefits to be implemented under a cafeteria plan and assisted in addressing compliance issues that cafeteria plans face under the Internal Revenue Code. Further, he has worked with retirement plans such as profit sharing, 401(k), 403(b) and 457 plans.

In addition, Daniel has worked with both publicly traded and privately held companies, as well as executives, on compensation planning matters such as equity compensation arrangements, nonqualified deferred compensation arrangements, short-term and long-term incentive compensation programs and other similar arrangements. His experience with nonqualified deferred compensation plans also includes assisting clients with compliance under Section 409A of the Internal Revenue Code. Daniel also works closely with many of our publicly traded clients concerning their proxy compensation disclosures. Further, Daniel assists clients with both the compensation and employee benefit aspects of mergers, acquisitions, reorganizations, and other business transactions.

While attending law school, Daniel interned for the Iowa Department of Revenue's Policy and Communications Division and was also a legal intern at the Office of the Governor of Iowa in Des Moines, Iowa.

Godfrey & Kahn Updates

Association health plans expansion and "Cadillac" tax delay
March 22, 2018

Delay of Affordable Care Act reporting and Cadillac Tax
January 28, 2016

Activities

Recognized by *Best Lawyers* "Ones to Watch" (Employee Benefits (ERISA) Law, 2021 - present)

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