Holland & Hart



PRACTICES

Employee Benefits and Executive Compensation
ESOPs and Employee Ownership Plans
Tax

INDUSTRIES

Fitness and Outdoor Recreation

EDUCATION

University of Denver, LL.M., 2009

University of Kansas School of Law, J.D., 2008
Kansas Journal of Law and Public Policy

Truman State University, B.A., 2005

BAR ADMISSIONS

Colorado

Kevin Selzer

Partner

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Kevin assists employee benefit plan sponsors and service providers in navigating legal and business challenges.

Kevin counsels clients on benefit plan compliance, plan design, and risk mitigation from a sponsor and fiduciary perspective for public and private sector entities, including non-profit entities and governmental entities.

Kevin also advises clients on succession planning through employee ownership, including Employee Stock Ownership Plans and Employee Ownership Trusts.

EXPERIENCE

Kevin has experience with the design, maintenance, interpretation of, and advising on:

- 401(k) plans
- Profit sharing plans
- Pension plans
- Government plans
- Employee ownership (ESOPs, EOTs, and other equity structures)
- Non-qualified deferred compensation and executive compensation plans
- Tax-exempt and governmental 457(b) and 457(f) plans
- Health and welfare benefit plans
- Employment agreements
- Short-term and long-term incentive plans including equity-based plans
- Fringe benefit plans
- 409A deferred compensation
- Service provider contracts
- ERISA fiduciary best practices
- IRS qualified plan corrections

Kevin advises clients on navigating employee benefit considerations in mergers and acquisitions.

Kevin helps clients simplify the time-consuming task of managing benefit

plans through:

- Drafting and amending plan documents
- Drafting summary plan descriptions
- Drafting and reviewing legally required benefit disclosures
- Preparing employee communications

CLIENT RESULTS

Represented employers in Internal Revenue Service and Department of Labor plan audits and obtained reduced or no penalty resolutions for the employer.

Counseled clients in mergers and acquisitions, on both buyer and seller sides, with respect to retirement plans, health and welfare plans, and executive compensation issues, including Sections 280G, 162(m), and 409A of the Internal Revenue Code.

Worked with employers on plan design and implementation of retirement plans, including 403(b) plans, 457(b) plans, 457(f) plans, and other deferred compensation arrangements.

Obtained correction relief under various voluntary retirement plan corrections.

Assisted clients with the numerous health-related provisions and regulatory changes resulting from the Patient Protection and Affordable Care Act and the Health Care and Education Reconciliation Act of 2010.

BLOG POSTS

"Sweet Child O'Mine – Business Transition with Benefits," *Benefits Dial*, May 13, 2024

"Take the Power Back . . . Negotiating Provider Contracts for Benefit Plans," *Benefits Dial*, January 26, 2024

"Oceans Rise, Empires Fall, It's Much Harder When It's All Your Call … SECURE 2.0—What Comes Next?," *Benefits Dial*, March 20, 2023

SPEAKING ENGAGEMENTS

"Tax Hot Topics: TEI TopGolf 2026," June 24, 2026

"Common Compensation Tax Errors and Benefits Trends," *Tax Hot Topics: TEI TopGolf 2026*, June 24, 2026

"Privilege Quick Hits: Caution Needed When Using Non-Attorney Service Providers and AI," *Tax Hot Topics: TEI TopGolf 2026*, June 24, 2026

"General Benefits Litigation Updates," *Employee Benefits Symposium 2026*, March 11, 2026

"Employee Benefits Symposium 2026," *Employee Benefits Symposium*

2026, March 11, 2026

"Employee Ownership Trusts: A New Incentive + Succession Tool," *TEI Top Golf Event 2025*, June 25, 2025

"Employee Benefits Symposium 2025," *Employee Benefits Symposium 2025*, March 12, 2025

"Fiduciary Breach Litigation Panel: Lessons Learned from the Courtroom - Retirement Plans, Health & Welfare Plans," *2025 Rocky Mountain Benefits Conference*, January 23, 2025

"What's New In Employee Ownership," *Denver Tax Conference 2024*, December 5, 2024

"Around the World of Employee Benefits," *TEI Denver Chapter Tax Seminar*, June 26, 2024

"Service Provider Agreements," *Employee Benefits Symposium 2024*, February 27, 2024

"Specialty Session: Long-Term Part-Time Employee Regulations," *WP&BC Denver Chapter*, January 9, 2024

"Fiduciary Education / Litigation and Regulatory Update," *Colorado Public Plan Coalition (CPPC) Annual Conference*, August 31, 2023

"Secure Act 2.0: Attorney's Perspective," *2023 Rocky Mountain Benefits Conference*, 03/09/2023

RECOGNITION

- *Chambers USA,* Employee Benefits & Executive Compensation, 2022-2026
- *The Best Lawyers in America*®, Employee Benefits (ERISA) Law, 2025-2027

PROFESSIONAL AND CIVIC AFFILIATIONS

- Western Pension and Benefits Conference, Board of Directors, President, 2018-2020
- Boy Scouts of America Greater Colorado Council, Alpine District Chairman