

Tax

Our attorneys provide tax advice and tax planning with the goal of delivering useful and practical strategies for tax minimization on both an overall company basis and a transactional basis. We advise clients in matters, including:

- Purchase and sale of businesses
- Complex leveraged buyouts
- Real estate transactions
- Restructurings of family-owned businesses
- Individual tax planning and personal investments
- Retirement plan distributions

We are familiar with the intricacies of, and interactions among, the federal, state and local taxes, including:

- Income
- Estate, gift and generation-skipping transfer taxes
- Nonprofit taxation
- Sales and use taxes

We also have considerable capabilities and experience in the handling of federal, state and local laws impacting:

- Tax planning
- Tax controversies, particularly in the area of sales and use taxes
- Partnership and limited liability company planning and transactions
- Corporate tax
- Tax deferred exchanges
- Business succession planning

We possess experience in international tax and international business issues, including:

- International entities
- International tax treaties
- Permanent establishment
- VAT, customs duties and other foreign tax withholding
- Export compliance
- Munitions list exports

On international transactions we collaborate with resident experts through our affiliation with Meritas, a global

group of law firms in more than 100 countries.

Our expertise in executive compensation and employee benefits include the design, preparation, administration, amendment and termination of all forms of executive compensation programs and related funding vehicles, including:

- Stock purchase plans
- Incentive compensation programs
- "Rabbi" trusts
- Excess benefit plans
- Top-hat plans
- Plans utilizing:
 - Restricted stock
 - Incentive stock options
 - Non-qualified stock options
 - Reloads
 - Stock appreciation rights
 - Phantom stock

We are active in several professional and business organizations, which are working with a view to the reduction of the tax burden placed upon businesses in Colorado and the Rocky Mountain region.