



Charles C. Berquist
Attorney

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Charlie Berquist is a partner in the firm's Business Law practice area. His clients include individuals, for-profit businesses, and nonprofit organizations. He regularly advises clients on a wide variety of legal matters, including start-ups, transition and succession planning, debt and equity financing, mergers and acquisitions, technology agreements and executive employment and separation agreements.

Charlie has extensive experience and expertise in executive compensation, including incentive and equity compensation plans, qualified and non-qualified retirement plans, and other compensation and benefit plans and agreements. He regularly advises employers and employees in these areas, including compliance with ERISA, the Internal Revenue Code, federal and state securities laws, and other applicable laws and regulations. [Click here](#) to read his most recent article.

Experience

Charlie also regularly advises buyers and sellers in connection with mergers and acquisitions. His recent projects in this area include the following:

- › In August 2024, advised a client on his purchase of a business in Valdez, Alaska offering cruises, guided tours and other outdoor adventures. The purchase was financed with a combination of invested funds, bank debt, and seller financing.
- › In January 2023, represented a semiconductor equipment manufacturer now based in Malaysia in its sale to a strategic buyer for \$28 million. Charlie and the firm had represented the client since its IPO in the mid-1990s.
- › In November 2022, represented the owners of three dental product distributors in the sale of their companies to a buyer backed by private equity. The transaction was structured as two stock sales and an asset sale, plus employment agreements for management.
- › During 2022, represented an Iowa company that sells industrial cleaning services and products in its purchase of two complementary companies in Texas and one in New Jersey.
- › In November 2021, represented the sole shareholder and President of a commercial HVAC contractor in the sale of his company to a public company, and the negotiation of a new employment agreement between him and the buyer. The transaction had a total value of approximately \$47 million.
- › In April 2021, represented the owners of a digital marketing company in their sale to a private equity buyer, in a transaction that utilized a tax-free F reorganization and partial equity rollover by the sellers.
- › In April, 2020, represented three family members in the sale of their industrial tank manufacturing business. The sale involved the sale of an operating company and real estate holding company, and the negotiation of consulting agreements between the buyer and the three family members.

Areas of Practice

Business & Corporate Law
Emerging Companies
Employee Benefits & Executive Compensation
Employment Law
Family & Closely-Held Business Planning
Mergers & Acquisitions
Securities Law

Education

J.D., Notre Dame University, *magna cum laude*
B.A., Macalester College

Admissions

State of Minnesota
U.S. District Court, District of Minnesota
U.S. Claims Court

Firm News/Articles

- › FinCEN Announces Interim Final Rule for CTA Reporting
- › Corporate Transparency Act Update
- › Filing Deadlines Back in Effect for Corporate Transparency Act
- › Updates Regarding Enforcement of Corporate Transparency Act Reporting
- › Enforcement of Corporate Transparency Act Reporting Temporarily Suspended
- › Corporate Transparency Act Effective January 1, 2024
- › Avoiding IRC 409A in Severance Agreements
- › The CARES Act Expands Retirement and Health Plan Benefits for COVID-19
- › SECURE Act Promotes Retirement Savings
- › Tax Advantages of Qualified Small Business Stock Issued to Employees
- › Audits and Corrections of 457(b) Plans for Tax-Exempt Employers
- › Compensation and Benefits Changes in New Tax Act
- › House Tax Bill Makes Major Changes to Employee Benefits and Executive Compensation
- › DOL Fiduciary Rule becomes effective June 9, 2017, but no enforcement prior to January 1, 2018

Professional Associations

- › American Bar Association
- › Minnesota State Bar Association (Business Law Section)
- › Hennepin County Bar Association

Awards & Recognition

- › Top Lawyers in Minnesota, *Minnesota Monthly*, 2022-present

BEST & FLANAGAN

- > Employee Benefits Law
- > Honoree, Minnesota Super Lawyers, 2000-2004
- > Martindale Hubbell AV Lawyer

