



Andrew J. Bezouska Attorney

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Madison

Andrew leverages a unique combination of legal and tax accounting skills to provide clients with actionable business-oriented solutions to legal questions. Andrew counsels clients on a wide variety of employee benefits issues, including employee stock ownership plans (ESOPs), health and welfare plans, qualified retirement plans, and non-qualified deferred compensation plans. Andrew's tax experience covers business income tax, sales and use tax, and employment tax compliance.

While focusing his practice in the areas of employee benefits and tax, Andrew also has experience advising clients on labor and employment matters. Andrew particularly enjoys the challenge of tracking down answers to questions that don't fit neatly in any one particular practice area.

Clients

Andrew's practice serves a wide variety of clients, ranging from large corporations to small family-owned businesses. Andrew has specialized experience in the employee benefit issues affecting school districts and municipalities.

Articles & Presentations

- "NCEO "Employee Ownership Index" Outperforms S&P 500," DeWitt ESOP Blog, July 2018
- "IRS Issues Guidance on Tax Credit for Paid Leave," DeWitt Employment Law Blog, May 2018
- "Big Week for Pro-ESOP Legislation for Small Businesses," DeWitt ESOP Blog, March 2018
- "Strong Successor Management Key to ESOP Success?" DeWitt ESOP Blog, March 2018
- "NCEO Provides Insights Into Tax Reform Impact," DeWitt ESOP Blog, February 2018
- "Senate Resolution Designates October 2017 as 'National Employee Ownership Month'," DeWitt

ESOP Blog, October 2017

- “Senator Baldwin Introduces Legislation Encouraging Expansion of Employee Ownership,” DeWitt ESOP Blog, October 2017
- “Legislation Demonstrates Continuing Bipartisan Support for ESOPs,” DeWitt ESOP Blog, August 2017
- “DOL Reinstates Wage and Hour Opinion Letters,” DeWitt Employment Law Blog, July 2017
- “Colorado Enacts Law Aimed at Fostering Employee Ownership of Small Businesses,” DeWitt ESOP Blog, May 2017
- “Senator Bernie Sanders Sponsors ESOP Legislative Package,” DeWitt ESOP Blog, May 2017
- “Insurance Firm Owner Chooses ESOP Over \$230 Million Offer,” DeWitt ESOP Blog, March 2017
- “What’s Brewing with ESOPs Now?” DeWitt ESOP Blog, February 2017
- “State-Based Retirement Initiatives and Multiple Employer Plans,” *Madison Benefits Council*, December 2016
- “TRC Global Mobility Sells to ESOP,” DeWitt ESOP Blog, November 2016
- “So You Don’t Think You Practice Tax Law? The Attorney’s Professional Responsibilities in Tax Matters,” DeWitt Ethics Seminar, October 2016
- “Bill Seeks to Close Wage Gaps By Prohibiting Salary History Inquiries,” DeWitt Employment Law Blog, September 2016
- “Missouri Looks to Boost Business With ESOP Bill,” DeWitt ESOP Blog, June 2016
- “ESCA Poll Shows Bipartisan Support for Employee Ownership,” DeWitt ESOP Blog, September 2016
- “Forbes.com Kicks Off New ESOP-Focused Blog,” DeWitt ESOP Blog, May 2016
- “‘Did We Shake on That?’ – Seventh Circuit Enforces Handwritten Settlement Agreement,” DeWitt Employment Law Blog, May 2016
- “Safe Harbor Plans and Recent Guidance on Mid-Year Changes,” *Madison Benefits Council*, April 2016
- “How to Pass on the Family Business (... Without Getting Killed on Taxes),” University of Wisconsin Family Business Center, “Food for Thought” Series, March 2016
- “NCEO Reports on the State of the ESOP,” DeWitt ESOP Blog, January 2016
- “Birth of the ‘LLC’SOP?,” DeWitt ESOP Blog, December 2015

Expertise

- Employee Benefits
- Employee Stock Ownership Plans
- Labor & Employment Relations
- Tax & Tax Advocacy

Education

- Master of Accountancy – Taxation, University of Wisconsin – Madison
- J.D., *cum laude*, Marquette University Law School
- B.A., *magna cum laude*, Marquette University

Admissions

- State Bar of Wisconsin

Affiliations

- Great Lakes Area TE/GE Council
- Madison Benefits Council