



# Heath W. Hoobing

## Shareholder

Unlike many Kansas City attorneys, Heath Hoobing spent 15 years gaining real world experience in tax research before entering law school. He worked with American Century Investments in the Business and Retirement Services Department, and served as the liaison between tax, legal, and the client services departments working on tax research and compliance matters. That experience introduced him to regulatory and tax compliance, and that led him into law school.

**A go-to partner for tax-related legal issues.** The bulk of Heath's practice today is tax-related. His experience, strong tax research skills, along with his LL.M. in Taxation, give him the ability to create very specific tax recommendations to meet your needs. He can provide tax advice and planning for businesses and individuals, and help you understand the tax consequences of a particular transaction. You will also appreciate his prompt responses, thoroughness, and accurate guidance. He also regularly assists employers with compliance for their employee benefit plans, including retirement plans, health plans, and cafeteria plans. He also has a wide range of experience advising employers on the creation and compliance of non-qualified deferred compensation plans and other executive benefits, including compliance with Code Section 409A and ERISA.

**A customized estate plan to meet your needs.** Heath also has significant experience with estate planning for clients in all stages of life. His estate planning practice includes preparing wills, trusts, powers of attorney, living wills, deeds, and other important documents, with a focus on minimizing taxes and avoiding probate. Heath is regularly complimented on his ability to explain complex strategies in a way that clients can easily understand. With a practical and client-centered approach, Heath works closely with clients and their professional advisors to design effective strategies that give clients peace of mind.

## Professional Affiliations

- American Bar Association
- The Missouri Bar
- Kansas City Estate Planning Symposium, Board Member
- Kansas City Metropolitan Bar Association
- LGBTQ Bar Association of Greater Kansas City, Director and Treasurer
- Giving the Basics, Inc., Board Member
- Heart of America Tax Institute, Co-Chair for the 2015 Institute



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## Education

University of Kansas, B.A.  
Communication Studies, 1991  
University of Missouri –  
Kansas City, School of Law,  
J.D., 2009, Magna cum laude  
University of Missouri –  
Kansas City, School of Law,  
LL.M in Taxation, 2011

## Admissions

Missouri  
Kansas

## Services

- Corporate Law
- Nonprofit and Tax-Exempt Organizations
- Tax Law
- Estate Planning, Business Succession Planning, Probate, and Trust
- Data, Privacy, and Technology
- Mergers & Acquisitions
- Equipment Dealers
- Employee Benefits
- Health Care Law

## Published Works

- *Repairing the Three-Legged Stool: Guiding Employers to the Right Retirement Plan*, UMKC Law Review, Winter 2009