

Jeffrey J. Bakker

Partner & Chair | Employee Benefits &
Executive Compensation

OVERVIEW

Jeff provides strategic counsel to clients nationwide concerning every executive compensation and employee benefit matter that affects their businesses, including designing and preparing deferred compensation and equity compensation plans, maintaining ERISA and tax compliance for all qualified and nonqualified retirement plans (defined contribution, defined benefit and cash balance plans) and representing clients in Department of Labor benefits plan audits.

Jeff regularly advises clients regarding their critical fiduciary responsibilities in connection with the administration of employee benefit plans and provides valuable strategic advice to clients and other attorneys regarding the employee benefits aspects of corporate transactions. As part of his executive compensation practice, Jeff also frequently negotiates and prepares employment and separation agreements.

Before starting his legal career, Jeff applied his natural mathematical and analytical skills to his duties as an actuarial technician for a major Chicago consulting firm. Jeff's clients have said that he is "fantastic, responsive and has really good business sense. He is always at the top of his game." They appreciate his even-handed temperament and his rare ability to combine an intensive analytical approach with creative problem solving skills to develop legal solutions that consistently advance their short- and long-term business objectives.



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EDUCATION

University of Illinois College of Law
(J.D., 1997) *magna cum laude*

Monmouth College (B.A., 1990)
magna cum laude

ADMISSIONS

Illinois

RECOGNITIONS

- *Chambers USA: America's Leading Lawyers for Business*, recommended in "Labor & Employment: Employee Benefits & Compensation" since 2010
- *The Legal 500 United States*, recommended in "Employee Benefits, Executive Compensation and Retirement Plans: Design" since 2014
- *The Best Lawyers in America*, recommended in "Employee Benefits (ERISA) Law" since 2010
- *Illinois Super Lawyers*, recommended in "Employee Benefits" since 2012
- *M&A Advisor*, "2017 Information Technology and Telecom Deal of the Year," 9th Annual International M&A Awards

NEWS & INSIGHTS

June 5, 2025 Firm News

Neal Gerber Eisenberg Secures Rankings for Eight Practice Groups and 22 Attorneys in *Chambers USA* 2025

January 29, 2025 Firm News

NGE Represented RecoveryOne in its Sale to TailorCare

August 15, 2024 Firm News

60 Neal Gerber Eisenberg Attorneys Included in 2025 *Best Lawyers In America*

June 6, 2024 Firm News

Neal Gerber Eisenberg Secures Nine Ranked Practice Groups and 23 Recognized Attorneys in *Chambers USA* 2024

January 29, 2024 Firm News

Thirty-One Neal Gerber Eisenberg Attorneys Recognized on 2024 Illinois Super Lawyers List

August 17, 2023 Firm News

55 Neal Gerber Eisenberg Attorneys Included in 2024 *Best Lawyers In America*

June 12, 2023 Firm News

The Legal 500 United States 2023 Edition Recommends Four Neal Gerber Eisenberg Practices and 23 Attorneys

June 1, 2023 Firm News

Neal Gerber Eisenberg Secures 10 Ranked Practice Groups and 25 Recognized Attorneys in *Chambers USA* 2023

04.03.23 Publication

Jeff Bakker Authors the Article "SEC Final Pay vs. Performance Disclosure Rules: Planning for the 2023 Proxy Season and Investor Reactions" in *Today's General Counsel*



03.09.23 Publication

Linda Hoseman Outlines 4 Critical Benefits and Compensation Issues Facing Employers This Year in *Human Resource Executive*

January 6, 2023 Publication

SEC Final Pay vs. Performance Disclosure Rules: Planning for the 2023 Proxy Season and Investor Reactions

December 5, 2022 Event

Firm Hosts Employee Benefits & Executive Comp 102 Fall Webinar Series

August 18, 2022 Firm News

60 Neal Gerber Eisenberg Attorneys Included in 2023 *Best Lawyers*

June 15, 2022 Firm News

NGE Represents Orla Mining in Its \$242 Million Acquisition of Gold Standard

June 10, 2022 Firm News

The Legal 500 United States 2022 Edition Recommends Four Neal Gerber Eisenberg Practices and 19 Attorneys

June 1, 2022 Firm News

Neal Gerber Eisenberg Secures 11 Ranked Practice Groups and 25 Recognized Attorneys in *Chambers USA* 2022

December 6, 2021 Firm News

NGE Represents the Management Team of Revision Skincare and Goodier Cosmetics in Its Sale from RoundTable Healthcare Partners to Gryphon Investors

August 18, 2021 Firm News

52 Neal Gerber Eisenberg Attorneys Included in 2022 *Best Lawyers*

June 10, 2021 Firm News

The Legal 500 United States 2021 Edition Recommends Four Neal Gerber Eisenberg Practices and 15 Attorneys

May 20, 2021 Firm News

Neal Gerber Eisenberg Secures 11 Ranked Practice Groups and 20 Recognized Attorneys in *Chambers USA* 2021

August 19, 2020 Firm News

46 Neal Gerber Eisenberg Attorneys Included in 2021 *Best Lawyers*

June 15, 2020 Firm News

The Legal 500 United States 2020 Edition Recommends Five Neal Gerber Eisenberg Practices and 21 Attorneys

June 1, 2020 Firm News

NGE Secures Sale of Hycroft Mining Corporation to Mudrick Capital Acquisition Corporation

April 23, 2020 Firm News

Neal Gerber Eisenberg Secures 10 Ranked Practice Groups and 16 Ranked Attorneys in *Chambers USA* 2020

April 3, 2020 Publication

Employers May Provide Tax-Free Disaster Relief Payments to Employees Impacted by the COVID-19 Pandemic



March 27, 2020 Publication

Senate Provided Expanded Benefits and Relief for Retirement and Health Plans

March 27, 2020 Publication

How Employees May Access Their Retirement Savings in 2020

March 2, 2020 Firm News

NGE Represents Mindcrest Inc. in Multimillion-Dollar Sale to DWF Group

February 3, 2020 Firm News

Illinois Super Lawyers 2020 Recognizes 39 Neal Gerber Eisenberg Attorneys

January 15, 2020 Firm News

NGE Represents Hycroft Mining Corporation in Sale to Mudrick Capital Acquisition Corporation

August 15, 2019 Firm News

45 Neal Gerber Eisenberg Attorneys Included in 2020 Best Lawyers

June 11, 2019 Firm News

The Legal 500 USA Recommends Five Neal Gerber Eisenberg Practices and 19 Attorneys in the 2019 Edition

April 25, 2019 Firm News

Neal Gerber Eisenberg Secures 11 Ranked Practice Groups and 20 Recognized Attorneys in the Chambers USA 2019 Edition

January 14, 2019 Firm News

NGE Represents Goldcorp Inc. in Multibillion-Dollar Deal Creating World's Largest Gold Producer

October 16, 2018 Publication

Client Alert: Employee Benefits Alert

August 15, 2018 Firm News

45 Neal Gerber Eisenberg Attorneys Included in 2019 Best Lawyers

July 27, 2018 Publication

Client Alert: President Trump Issues Memorandum on Fiduciary Rule Likely Leading to Delayed Compliance Date

July 27, 2018 Publication

Client Alert: Employee Benefits

July 9, 2018 Firm News

46 Neal Gerber Eisenberg Attorneys Included in 2016 Best Lawyers

July 9, 2018 Firm News

Firm Represents Fonterra Co-operative Group in Sale of Interest in DairyConcepts

July 9, 2018 Firm News

41 Neal Gerber Eisenberg Attorneys Listed in 2016 Illinois Super Lawyers



July 9, 2018 Firm News

Neal Gerber Eisenberg Celebrates 30th Anniversary; Makes \$30,000 Donation to All Stars Project of Chicago

July 9, 2018 Firm News

Chambers USA Ranks 11 Neal Gerber Eisenberg Practice Groups and 20 Attorneys in the 2016 Edition

July 9, 2018 Firm News

Neal Gerber Eisenberg Recommended in the 2016 Edition of The Legal 500 USA

July 9, 2018 Firm News

45 Neal Gerber Eisenberg Attorneys Included in 2017 Best Lawyers

July 6, 2018 Firm News

Chambers USA Ranks 11 Neal Gerber Eisenberg Practice Groups and 21 Attorneys in the 2017 Edition

July 6, 2018 Firm News

The Legal 500 USA Recommends Four Neal Gerber Eisenberg Practices and 12 Attorneys in the 2017 Edition

July 6, 2018 Firm News

Neal Gerber Eisenberg Recognized for the Information Technology and Telecom Deal of the Year Award at 9th Annual International M&A Awards

July 6, 2018 Firm News

44 Neal Gerber Eisenberg Attorneys Included in 2018 Best Lawyers

June 26, 2018 Firm News

The Legal 500 USA Recommends Four Neal Gerber Eisenberg Practices and 16 Attorneys in the 2018 Edition

June 26, 2018 Firm News

Neal Gerber Eisenberg Secures 11 Ranked Practice Groups and 26 Recognized Attorneys in the Chambers USA 2018 Edition