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EDUCATION

Xavier University, A.B., Honors Program,
Classics, Economics, 1977

LAW SCHOOL

University of Kentucky College of Law, J.D.,
1980 Boston University School of Law, LL.M.,
Taxation, 1984

BAR ADMISSIONS

Commonwealth of Kentucky
State of Ohio
U.S. District Court - Western District of Ohio
U.S. Tax Court

AREAS OF PRACTICE

Benefits
Business
Employment and ERISA Litigation
ERISA Advisory Services
Executive Compensation
Health Care
Manufacturing
Manufacturing and Distribution
Pension Issues
Retirement Plans
Tax
Welfare Benefit Plans

COMMUNITY OUTREACH

Leadership Cincinnati
Leadership Northern Kentucky
St. Vincent de Paul Charitable Pharmacy -
Board
University of Kentucky Law Alumni
Association - Member
Xavier University Alumni Association -
Member
Covington Latin School Alumni Association -
Member
Brighton Center - Former Board Chair;

Bob is a partner and serves on the firm's Executive Committee.

His practice focuses on design, structure, and implementation of all types of employee benefits plan and executive compensation programs, as well as trouble shooting when controversies, operational errors, and government audits (IRS, DOL) arise. Plan types include: pension, 401(k), profit sharing; ESOPs; nonqualified deferred compensation; equity-based incentives (phantom stock, stock options, SARs); short/long-term performance bonuses; stay/retention; group medical/life/disability/long term care; cafeteria; wellness; medical/dental/dependent care spending accounts; HSAs.

Bob assists clients with Affordable Care Act complexities, HIPAA privacy and security, and employer withdrawal liability under union-sponsored pension plans. He addresses/helps negotiate the benefits/compensation points in business transactions. With a practical approach and in-depth knowledge and experience in ERISA/tax/HR areas, he relishes helping clients creatively position benefit plans and compensation vehicles to recruit and retain talent (and effect severances).

Based on the grading and comments of his peers, Bob is recognized with an AV Rating, the highest rating given to lawyers by Martindale-Hubbell. He has also been selected by his peers each year for inclusion in The Best Lawyers in America for his work in Employee Benefits/ERISA Law.

Volunteer

Mariemont Schools Foundation - Former

Board Chair; Volunteer

Partners in Medical Relief - Volunteer

AFFILIATIONS

Cincinnati Bar Association - Member

Kentucky Bar Association - Member

Northern Kentucky Bar Association - Member