

# Robert R. Gower

## DIRECTOR



(415) 788-3111 tel  
 (415) 421-2017 fax  
 rgower@truckerhuss.com

### EDUCATION

#### J.D., 2009

University of California, Davis  
 Martin Luther King Jr. School of Law  
 Editor-in-Chief, UC Davis Journal of  
 Juvenile Law & Policy  
 Witkin Award for Excellence, Local  
 Government Law  
 Moot Court Member

#### B.A., Highest Honors

#### B.A., Honors, International Relations, 2006

University of California, Davis

### PROFESSIONAL CAREER

#### 2009 – Present

Director, Trucker Huss (Associate Prior to 2017)  
 San Francisco, California

### PROFESSIONAL LICENSES AND AFFILIATIONS

Member, The State Bar of California  
 Member, American Bar Association  
 Member, Bar Association of San Francisco  
 Co-Chair of the Bar Association of  
 San Francisco Equality Committee  
 Member, Bay Area Lawyers for  
 Individual Freedom  
 Member, Western Pension and  
 Benefits Council  
 Member, International Foundation of  
 Employee Benefit Plans

Robert concentrates his practice in all aspects of tax-qualified retirement plan design, compliance, and administration. He routinely works with defined benefit, cash balance, profit sharing, 401(k) and KSOP plans.

Robert has wide-ranging experience in plan drafting, including plan documents, amendments, resolutions, and summary plan descriptions. He also assists plan sponsors in preparing committee charters and bylaws to help govern plan administration.

Robert routinely works with clients to assist with compliance efforts, including all aspects of the Internal Revenue Service Employee Plans Compliance Resolution System. He has significant experience helping clients navigate through the voluntary compliance program and plan audits.

In addition to plan design and compliance, Robert works with plan sponsors to comply with ERISA's fiduciary requirements, including guiding clients through the Department of Labor's Voluntary Fiduciary Compliance Program. He applies these same skills to service provider reviews, investment contract drafting and Department of Labor Investigations.

Robert also assists plan sponsors with day-to-day administrative efforts, including benefit claims and appeals, QDRO determinations, and participant communications. He remains up-to-date on all aspects of qualified plan reporting and disclosure in order to assist plan sponsors in timely compliance with regulatory requirements.

Robert has spoken on an array of benefits issues, including the Employee Plans Compliance Resolution System, retirement benefits for domestic partners, and the fiduciary responsibilities of retirement plan committees.

Robert has been recognized as a 2016–2018 Rising Star by the Northern California Super Lawyers publication. Robert was also awarded "Outstanding Volunteer" for his work in 2016 with the Justice & Diversity Center (JDC) by the Bar Association of San Francisco.

### ABOUT TRUCKER HUSS

With more than 25 attorneys practicing solely in employee benefits law, Trucker Huss is the largest employee benefits specialty law firm outside of Washington, D.C.

Our in-depth knowledge and wealth of experience on all issues confronting benefit plans, plan sponsors, and plan fiduciaries translates into real-world, practical solutions for our clients — backed by the resources to handle the most complex or the most straightforward matters.

