

# Robert R. Gower

## DIRECTOR



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### 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, Western Pension and  
 Benefits Council  
 Member, American Society of Pension  
 Professionals and Actuaries  
 Member, International Foundation of  
 Employee Benefit Plans

Robert concentrates his practice in fiduciary responsibility as well as tax-qualified retirement plan design, compliance, and administration. He routinely works with plan sponsors and fiduciaries to 401(k), defined benefit, cash balance, and profit sharing 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 establish strong plan governance.

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 and service providers to understand and adhere to 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, missing participants, controlled group considerations, plan governance, and the fiduciary responsibilities of retirement plan committees.

Robert has been recognized as a 2016–2019 Rising Star, and as a Super Lawyer by the Northern California Super Lawyers publication since 2020. He was also awarded "Outstanding Volunteer" for his work from 2016 through 2018 with the Justice & Diversity Center (JDC) by the Bar Association of San Francisco.

### ABOUT TRUCKER HUSS

With more than 30 legal professionals practicing solely in employee benefits law, Trucker Huss is one of the largest employee benefits specialty law firms in the country. Our in-depth knowledge and breadth of experience on all issues confronting benefit plans, and their sponsors, fiduciaries and service providers, translate into real-world practical solutions for our clients.

