

Robert R. Gower

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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 has more than 15 years of experience advising employers, fiduciaries, and service providers on the design, implementation, and ongoing compliance of qualified retirement plans. With deep expertise in ERISA, the Internal Revenue Code, and related Department of Labor and Internal Revenue Service enforcement, Robert regularly provides counsel on complex issues involving 401(k) and profit-sharing plans, cash balance and defined benefit plans, multiemployer plans, and pooled employer plans.

Applying practical skills and a real-world approach, Robert helps clients achieve compliance while simultaneously maintaining operational efficiency. He has extensive experience guiding plan sponsors and fiduciaries through plan corrections under IRS and DOL correction programs, audits and investigations, prohibited transaction issues, controlled group determinations, and complex plan merger and acquisition transactions.

In addition to transactional and advisory work, Robert assists fiduciary boards and committees with governance, applying a fiduciary lens to service provider contracting, investment selection and monitoring, and fiduciary training. He works to provide clear, actionable guidance in an increasingly complex and rapidly evolving fiduciary regulatory environment.

Robert is actively involved in the Western Pension & Benefits Council (serving as the 2025-2026 President), serves on the Thomson Reuters Practical Law EBEC Advisory Board, and is a founding member of the HR Executive Compliance Board. He has been recognized as a Northern California Super Lawyer since 2020 and is a thought leader and frequent speaker on legal compliance issues impacting retirement plans.

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.

