

## Vincent P. Cacciottoli

Principal

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Vince brings more than 30 years of experience, knowledge and insight to bear in navigating employers through the complex laws that impact the design, operation and termination of employee benefit and executive compensation plans.

Vince serves as an advisor to the boards, committees, trustees and key executives of private and public companies, financial institutions and nonprofit organizations.

He resolves compliance issues for retirement, health and welfare and executive compensation plans. He also negotiates the administrative and investment contracts and agreements for those plans, advises on fiduciary and directors' and officers' liability, corporate governance and plan investment issues, and he handles benefit and executive compensation issues in mergers and acquisitions.

Vince is also a popular speaker on employee benefits and executive compensation issues with business and professional groups.

### Education

J.D., Fordham University School of Law

### Services

Employee Benefits &  
Executive Compensation  
Business & Corporate  
Finance  
Communications, Telecom &  
Media  
Family-Owned & Closely  
Held Businesses  
Health Care  
Labor, Employment &  
Immigration  
Mergers & Acquisitions  
Tribal Governments &  
Enterprises  
Real Estate Funds &  
Syndications  
Transportation & Logistics  
Tax

### Admissions

Oregon  
New York

B.A., New York University

## Honors & Recognition

*Chambers USA* (Oregon) Leading Individual, Employee Benefits & Executive Compensation, 2020-present

*The Best Lawyers in America*® Employee Benefits (ERISA) Law, 2001-present

- *Best Lawyers*® "Lawyer of the Year," Employee Benefits (ERISA) Law, 2024, 2019, 2015

Oregon Super Lawyers list

- *Portland Monthly*, 2001-2014
- *Oregon Super Lawyers*, 2006-2015
- *Super Lawyers Business Edition*, 2014-2015

Martindale-Hubbell AV Preeminent rating

- Martindale-Hubbell, "2013 Top Rated Lawyer in Labor & Employment"

## Professional Activities

American College of Employee Benefits Counsel, Fellow, 2006-present

Oregon Society of Certified Public Accountants Biannual Employee Benefits Conference, Member, Planning Committee, 1993-present

Western Pension & Benefits Conference, Portland Chapter, Board of Directors, 1983-2010

Western Pension & Benefits Conference

- President, 1997-1998
- *Benefits Bulletin*, Former Editor

## News

57 Foster Garvey Attorneys Recognized Among the 2024 Best Lawyers in America; Two Portland Attorneys Named 'Lawyer of the Year'

*Foster Garvey Newsroom*, 8.17.23

Foster Garvey Receives Honors in 2023 *Chambers USA* Guide; 21 Attorneys and 10 Practices Featured

*Foster Garvey Newsroom*, 6.1.23

45 Foster Garvey Attorneys Recognized Among *The Best Lawyers In America*®  
*Foster Garvey Newsroom*, 8.18.22

Foster Garvey Recognized Among Nation's Leading Law Firms in 2022 *Chambers USA* Guide;  
21 Attorneys and 10 Practices Featured  
*Foster Garvey Newsroom*, 6.1.22

38 Attorneys Named 2022 Best Lawyers in America; 11 Named Best Lawyers: Ones to Watch  
*Foster Garvey Newsroom*, 8.19.21

Foster Garvey Named Among Leading Law Firms in *Chambers USA*; Three Attorneys Added to  
Rankings  
*Foster Garvey Newsroom*, 5.20.21

43 Attorneys Named 2021 *Best Lawyers in America*; 10 Named Best Lawyers: Ones to Watch  
*Foster Garvey Newsroom*, 8.20.20

Foster Garvey Named Among Top Firms in Chambers USA, Including Ranking of Six New  
Attorneys  
*Foster Garvey Newsroom*, 4.23.20

50 Foster Garvey Attorneys Named 2020 *Best Lawyers in America*  
*Foster Garvey Newsroom*, 8.15.19

### **Speaking Engagements**

"Cash Balance Pension Plans—Maximizing Deductions While Building Your Retirement Nest  
Egg," 2018 OSCP Retirement Planning Conference  
Speaking Engagement  
Beaverton, OR, 11.2.18

"Association Health Plans Plus HRAs for Small Employers," 2018 OSCP Employee Benefits  
Conference  
Speaking Engagement  
Springfield, OR, 9.21.18

"Deferred & Incentive Compensation Plans for Closely Held Businesses, Taxation & Accounting  
Issues," 2017 OSCP Employee Benefits Conference  
Speaking Engagement  
Portland, OR, 10.26.17

"Twelve Years Later - Split Dollar Design and Administration in a Post-Final Regulations World,"  
M Financial Group 2015 Annual Conference  
Speaking Engagement  
Portland, OR, 3.3.15

"Executive Compensation: 409A Practical Tips and Current Plan Design Issues," Western  
Pension & Benefits Conference's Retirement Plan Symposium  
Speaking Engagement  
Portland, OR, 1.14.15

"Investing IRAs in Real Estate - Avoiding The Pitfalls," 2014 OSCP Real Estate Conference  
Seminar  
Portland, OR, 6.18.14

"409A: Lessons from Real Life," 12th Annual Oregon Tax Institute  
Speaking Engagement  
Portland, OR, 6.8.12

"Hot Topics (Tax-Related) in Employee Benefits and Executive Compensation," Oregon State  
Bar Taxation, Business Law and Estate Planning Sections  
Speaking Engagement  
Portland, OR, 11.10.11

"Tax and Estate Planning With IRAs and Roth IRAs," Sigma Investment Management Company  
Speaking Engagement  
Portland, OR, 6.7.11

"How to Supercharge Your 401(k) Plan--Introduction to Cash Balance Plans," Portland Tax  
Forum  
Speaking Engagement  
Portland, OR, 5.19.11

"Preparing for Change: Impacts of New and Pending Legislation on Employers in 2009,"  
Garvey Schubert Barer  
Seminar  
Portland, OR, 1.13.09

Downsizing, Executive Severance and 409A Tax Compliance: How to Implement a Layoff and  
Avoid Long-term Consequences  
Seminar  
Garvey Schubert Barer, Seattle, WA, 12.3.08

"409A: Do They Really Mean It This Time," Oregon State Bar Taxation Section  
Speaking Engagement  
Portland, OR, 8.14.08

"409A: End Game Strategies," Western Pension and Benefits Conference Annual Meeting  
Speaking Engagement  
Seattle, WA, 7.13.08

"Coping With the Final 409A Regulations - A Practitioner's Viewpoint," Oregon State Bar  
Taxation Section  
Speaking Engagement  
Portland, OR, 5.10.07

## Legal Alerts

IRS Extends Affordable Care Act Reporting Deadlines  
1.1.16

New IRS Rules Allow for Mid-Year Changes to 401(k) Safe Harbor Contributions - But, to qualify for this, employees must receive notice by December 2, 2013 that changes might be made in 2014  
11.27.13

Employers Are Required to Give Employees Notice of the New Health Insurance Marketplace by October 1, 2013 - But there's no fine or penalty for not giving the notice!  
9.17.13

Over-the-Counter Drugs No Longer Reimbursable by FSAs or HRAs Starting in 2011  
11.30.10

Implementing the New 401(k) and 403(b) "In-Plan" Roth Conversion Option Requires Immediate Action  
11.30.10

Penalty-Free IRS Section 409A Correction Program Expires this Year  
11.30.10

Are You Ready for the Health Care Reform Changes Coming with Your 2011 Plan Year?  
11.30.10

Changes in Benefit Plan Rules Require Employer Action Before Year-End  
11.30.10

Voter Approved Domestic Partnership Rights: Are You Prepared for Changes to Your Employee Benefits and Policies?

12.2.09

The IRS Announces 2010 Cost of Living Adjustment for Retirement Plans

10.20.09

Top 10 Questions About the New COBRA Rules: April 18 Deadline Requires Employers to Take Immediate Action

3.17.09

Failure to Amend Common Compensation Arrangements by December 31, 2008 Could Result in Huge Tax Penalties

11.19.08

Your Business Needs To Be Concerned About § 409A (Even If It Doesn't Have A Deferred Compensation Plan)

10.24.08

### **Publications**

Attracting Talent with 'Phantom' Stock

*Portland Business Journal*, 9.21.18

Health Care Reform: Understanding the Impact On Your Clients' Bottom Line

*Garvey Schubert Barer*, 9.21.10