



## Robert W. Patterson

### Member

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### Profile

Robert advises physicians, medical practice groups, human services agencies, faculty practice plans and other health care providers with respect to compliance, reimbursement, and regulatory matters, including Federal and state self-referral and anti-kickback laws, HIPAA compliance, governmental and payor audits, reimbursement issues, structuring health care transactions and other health care matters.

He has written and lectured extensively on the health care reform law and other health care topics, including at conferences sponsored by the Medical Group Management Association and the New York State Society of Certified Public Accountants.

Robert also counsels business and nonprofit clients with respect to employee compensation and benefits matters, including pension, 401(k) and other qualified retirement plans, ESOPs, health, cafeteria (§125) and other welfare plans, deferred compensation plans, executive compensation, and benefits issues relating to mergers and acquisitions.

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Employee Benefits (ERISA) Law, 2008-2024 (listed for more than 15 years)
- American Bar Association
- New York State Bar Association
- Buffalo Niagara Human Resource Association
- International Foundation of Employee Benefit Plans
- National Center for Employee Ownership
- Society for Human Resources Management

### Representative Publications

- Important Recent ESOP Developments, *CNYBJ*, March 28, 2022
- The Future of Binding Arbitration Agreements in Long Term Care, *ABA Health eSource*, Vol. 13 No. 3, November 2016

### Education

- University at Buffalo School of Law (J.D., *magna cum laude*, 1983)
- State University of New York at Buffalo (B.A., *summa cum laude*, 1980)

### Bar/Court Admissions

- New York
- U.S. District Court for the Western District of New York

### Practices

- Higher Education
- Tax
- Health Care
- Employee Benefits and Executive Compensation
- Cybersecurity and Data Privacy
- Business and Transactions
- Municipalities

- Church-Affiliated Hospital Pension Plans - Subject to ERISA?, *Confero (Westminster Consulting)*, Vol. 15, Summer 2016
- Cybersecurity: Key Issues for Health Care Boards, *ABA Health eSource*, Vol. 12 No. 8, April 2016
- Interviewed: Petro, Time has come to 'play or pay', *Buffalo Business First*, December 15, 2014
- Interviewed: Drury, Revised HIPAA rules zero in on breaches, *Buffalo Business First*, April 15, 2013
- The "Summary of Benefits and Coverage" Requirement Under PPACA, *ABA Health eSource*, Vol. 8 No. 11, July 2012

### Other Activities

- Population Health Collaborative of WNY, Board Member
- National Association of Health Underwriters, Buffalo Chapter
- Artpark & Company, Inc., Former Board Member
- Buffalo Philharmonic Chorus, Former Board Member