



## Robert W. Patterson

### Member

rpatterson@bsk.com  
The Avant Building - Suite 900  
200 Delaware Avenue  
Buffalo, NY 14202-2107  
(716) 416-7040  
(716) 416-7340 fax

### Profile

The laws and regulations that govern employee benefits, executive compensation, health care reform and information privacy and security are complex and constantly evolving. Robert has broad experience in assisting clients with complex and sophisticated Human Resources concerns, and his commitment to satisfying client needs and providing value added legal services is his top concern.

Robert has special expertise in:

- Pensions, 401(k) and other qualified retirement plans
- ESOPs
- Health care reform and employer health plans
- Deferred compensation and equity incentive plans
- Employee benefits issues relating to mergers and acquisitions
- HIPAA, cybersecurity, and other information privacy and security laws
- ERISA fiduciary duty

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Employee Benefits (ERISA) Law, 2008-2025 (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