



Robert R. Saelinger

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EDUCATION

Xavier University, A.B., Honors Program,
Classics, Economics, 1977

LAW SCHOOL

University of Kentucky College of Law, J.D.,
1980 Boston University School of Law, LL.M.,
Taxation, 1984

BAR ADMISSIONS

Commonwealth of Kentucky
State of Ohio
U.S. District Court - Western District of Ohio
U.S. Tax Court

AREAS OF PRACTICE

Benefits
Business
Employment and ERISA Litigation
ERISA Advisory Services
Executive Compensation
Health Care
Manufacturing
Manufacturing and Distribution
Pension Issues
Retirement Plans
Tax
Welfare Benefit Plans

COMMUNITY OUTREACH

Leadership Cincinnati
Leadership Northern Kentucky
St. Vincent de Paul Charitable Pharmacy -
Board
University of Kentucky Law Alumni
Association - Member
Xavier University Alumni Association -
Member
Covington Latin School Alumni Association -
Member
Brighton Center - Former Board Chair;

Bob is a partner and member of the Firm's Executive Compensation and Employee Benefits Group.

His practice focuses on design, structure, implementation and regulatory compliance of all types of executive compensation programs and employee benefits plans, as well as trouble shooting when controversies, operational errors, and government audits (IRS, DOL) arise. Bob enjoys helping employers of all sizes (as well as tax-exempt entities) design and maintain competitive, market-driven compensation and benefit line-ups to enhance recruitment, retention and performance of key managers and executive officers.

Common plan types include: equity-based incentive compensation plans (phantom stock, stock options, stock appreciation rights, performance share units, etc.); short-term and long-term performance plans; stay/retention bonus programs; pension, 401(k), profit sharing; ESOPs; deferred compensation plans; change in control and severance agreements; group medical/life/disability/long term care programs; and cafeteria, wellness; medical/dental/dependent care spending accounts, health savings accounts, and healthcare reimbursement accounts.

Bob also consults with clients on Affordable Care Act complexities, HIPAA privacy and security, and employer withdrawal liability under union-sponsored pension plans. He helps negotiate the benefits/compensation points in business transactions. With a practical approach and in-depth knowledge and experience in tax and employee benefits law, and their interplay with labor /employment law, his focus is always on helping clients creatively position benefit plans and compensation vehicles to recruit and retain talent.

Based on the grading and comments of his peers, Bob is recognized with an AV Rating, the highest rating given to lawyers by Martindale-Hubbell. He has also been selected by his peers each year for inclusion in The Best Lawyers in America for his work in Employee Benefits/Executive Compensation Law.

Volunteer

Mariemont Schools Foundation - Former

Board Chair; Volunteer

Partners in Medical Relief - Volunteer

AFFILIATIONS

Cincinnati Bar Association - Member

Kentucky Bar Association - Member

Northern Kentucky Bar Association - Member