

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"

Legal 500 City Elite

- Portland – Corporate and M&A, 2026

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

18 Foster Garvey Attorneys Named to 2026 Legal 500 City Elite Lists

Foster Garvey Newsroom, 1.21.26

71 Foster Garvey Attorneys Recognized Among the 2026 Best Lawyers in America; Paul Trinchero Named 'Lawyer of the Year'
8.21.25

Foster Garvey Recognized Among Nation's Top Firms in 2025 Chambers USA Guide; 26 Attorneys and 13 Practices Ranked
Foster Garvey Newsroom, 6.5.25

65 Foster Garvey Attorneys Selected to The Best Lawyers in America® 2025, Three Named 'Lawyer of the Year'
Foster Garvey Newsroom, 8.15.24

Foster Garvey Recognized Among Nation's Top Firms in 2024 Chambers USA Guide; 20 Attorneys and 10 Practices Ranked
Foster Garvey Newsroom, 6.6.24

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

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

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

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

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

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

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