

Vincent P. Cacciottoli

Principal | Portland

Phone: 503.553.3181

Fax: 503.226.0259

Email: vince.cacciottoli@foster.com



Overview

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.

Areas of Focus

- [Employee Benefits & Executive Compensation](#)
- [Business](#)
- [Communications, Telecom & Media](#)
- [Family-Owned & Closely Held Businesses](#)
- [Health Care](#)
- [Labor, Employment & Immigration](#)
- [Mergers & Acquisitions](#)

- [Tribal Governments & Enterprises](#)
- [Fund Formation, Compliance & Syndications](#)
- [Tax](#)

Admissions

- Oregon
- New York

Education

- J.D., Fordham University School of Law
- B.A., New York University

Honors & Recognitions

- *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 & Insights

News

[18 Foster Garvey Attorneys Named to 2026 Legal 500 City Elite Lists](#)

[01.21.26](#)

[71 Foster Garvey Attorneys Recognized Among the 2026 Best Lawyers in America; Paul Trincherro Named 'Lawyer of the Year'](#)

[08.21.25](#)

[Foster Garvey Recognized Among Nation's Top Firms in 2025 Chambers USA Guide; 26 Attorneys and 13 Practices Ranked](#)

[06.05.25](#)

[65 Foster Garvey Attorneys Selected to The Best Lawyers in America® 2025, Three Named 'Lawyer of the Year'](#)

[08.15.24](#)

[Foster Garvey Recognized Among Nation's Top Firms in 2024 Chambers USA Guide; 20 Attorneys and 10 Practices Ranked](#)

[06.06.24](#)

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

[08.17.23](#)

[Foster Garvey Receives Honors in 2023 Chambers USA Guide; 21 Attorneys and 10 Practices Featured](#)

[06.01.23](#)

[45 Foster Garvey Attorneys Recognized Among The Best Lawyers In America®](#)

[08.18.22](#)

[Foster Garvey Recognized Among Nation's Leading Law Firms in 2022 Chambers USA Guide; 21 Attorneys and 10 Practices Featured](#)

[06.01.22](#)

[38 Attorneys Named 2022 Best Lawyers in America; 11 Named Best Lawyers: Ones to Watch](#)

[08.19.21](#)

[Foster Garvey Named Among Leading Law Firms in Chambers USA; Three Attorneys Added to Rankings](#)

[05.20.21](#)

[43 Attorneys Named 2021 Best Lawyers in America; 10 Named Best Lawyers: Ones to Watch](#)

[08.20.20](#)

[Foster Garvey Named Among Top Firms in Chambers USA, Including Ranking of Six New Attorneys](#)

[04.23.20](#)

[50 Foster Garvey Attorneys Named 2020 Best Lawyers in America](#)

[08.15.19](#)

Events

[“Cash Balance Pension Plans-Maximizing Deductions While Building Your Retirement Nest Egg,” 2018 OSCP Retirement Planning Conference](#)

[11.02.18](#)

[“Association Health Plans Plus HRAs for Small Employers,” 2018 OSCP Employee Benefits Conference](#)

[09.21.18](#)

[“Deferred & Incentive Compensation Plans for Closely Held Businesses, Taxation & Accounting Issues,” 2017 OSCP Employee Benefits Conference](#)

[10.26.17](#)

[“Twelve Years Later – Split Dollar Design and Administration in a Post-Final Regulations World,” M Financial Group 2015 Annual Conference](#)

[03.03.15](#)

[“Executive Compensation: 409A Practical Tips and Current Plan Design Issues,” Western Pension & Benefits Conference’s Retirement Plan Symposium](#)

[01.14.15](#)

[“Investing IRAs in Real Estate – Avoiding The Pitfalls,” 2014 OSCP Real Estate Conference](#)

[06.18.14](#)

[“409A: Lessons from Real Life,” 12th Annual Oregon Tax Institute](#)

06.08.12

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

11.10.11

"Tax and Estate Planning With IRAs and Roth IRAs," Sigma Investment Management Company

06.07.11

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

05.19.11

Downsizing, Executive Severance and 409A Tax Compliance: How to Implement a Layoff and Avoid Long-term Consequences

12.03.08

"409A: Do They Really Mean It This Time," Oregon State Bar Taxation Section

08.14.08

"409A: End Game Strategies," Western Pension and Benefits Conference Annual Meeting

07.13.08

"Coping With the Final 409A Regulations – A Practitioner's Viewpoint," Oregon State Bar Taxation Section

05.10.07

Legal Alerts

IRS Extends Affordable Care Act Reporting Deadlines

01.01.16

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!

09.17.13

[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?](#)

[12.02.09](#)

[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](#)

[03.17.09](#)

[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](#)

09.21.18

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

09.21.10

Connect with Vince

Phone 503.553.3181

Fax 503.226.0259

Email vince.cacciottoli@foster.com

[LinkedIn Profile](#) [Download vCard](#)