

Paul Holloway is an employee benefits and executive compensation lawyer with extensive experience designing and drafting employee benefit programs and the attendant administrative packages for both business corporations and not-for-profit organizations. He also advises clients on tax planning issues involving retirement plan assets. As practice group leader of the Firm's Employee Benefits and Executive Compensation practice, Paul's experience includes:

- Designing employee benefit programs, including pension, ESOP, profit sharing, annuity, and welfare benefit plans.
- Advising trustees of Taft-Hartley plans regarding plan operation and design.
- Advising not-for-profit institutions regarding qualified and non-qualified retirement plan design.
- Advising clients regarding IRS remedial programs including EPCRS, VFC, and VCT.
- Assisting clients in ERISA litigation matters.
- Requesting rulings and formal opinions from the Department of Labor, Pension Benefit Guaranty Corporation, and Health Care Finance Administration on a variety of employee benefits issues.
- Assisting clients with the tax planning implications of various retirement programs.
- Advising clients regarding benefits governance issues.
- Assisting clients in the design and implementation of pension de-risking strategies.

Professional and Civic Affiliations

- Board Member, Center for Governmental Research
- Board Member, Allendale Columbia School
- Board Member, Rochester Museum & Science Center
- Past President, National Kidney Foundation of Upstate New York

Honors and Awards

- Named as *Best Lawyers*® 2018 Employee Benefits (ERISA) Law "Lawyer of the Year" in Rochester, NY
- Named as *Best Lawyers*® 2013 Employee Benefits (ERISA) Law "Lawyer of the Year" in Rochester, NY
- Selected by his peers for inclusion in *The Best Lawyers in America*® in the field of Employee Benefits (ERISA) Law



PAUL W. HOLLOWAY

PARTNER

pholloway@hselaw.com

tel: 716.844.3708

fax: 716.853.1617

Admissions

New York

Education

Vanderbilt University, J.D.

University of Virginia, M.A.

Georgetown University, B.A., *cum laude*

- AV Preeminent® Peer Review Rated by Martindale-Hubbell
- Selected to the Upstate New York Super Lawyers list, 2007-2019

Publications

- Co-Author, "Employers' Handbook for 401(k) Plan Administration," Thompson Publishing Co., 1992
- Editor, "New York State Jurisprudence 2d, Taxation," Lawyers Cooperative Publishing Co., 1992
- Author, "Planning with Roth IRAs," Tax Notes, September 22, 1997

Presentations

- Presenter, "Hot Topics Facing Higher Education," College and University Educational Breakfast Series, December 4, 2017

