

# Robert D. Grossman

SENIOR PARTNER

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Robert D. Grossman has extensive experience with a variety of corporate matters and brings a broad, seasoned perspective to clients' business challenges and the development of business strategies.

Mr. Grossman is a nationally-recognized ESOP authority, known for his clear communication style while providing sophisticated, but practical, advice to shareholders, boards, management teams and fiduciaries of employee-owned companies, including some of the largest and most successful in the country.

Bob's practice involves the design, drafting and operation of ESOPs as well as other types of qualified retirement plans, executive compensation programs and equity and non-equity based management incentive plans. He is regularly involved in the design, structure, negotiation and documentation of complex ESOP transactions involving senior credit facilities, seller financing through subordinated notes, stock redemption agreements, stock purchase agreements and ESOP exempt loan documents. Mr. Grossman also has significant experience advising companies on matters involving corporate governance and fiduciary responsibilities and has successfully represented ESOP companies and fiduciaries in connection with proceedings involving the U.S. Department of Labor and the Internal Revenue Service.

Bob has advised public as well as private companies, including large professional service organizations, in a wide variety of industries, including advertising, animal health, architecture, automotive, banking, chemicals, commodities trading, construction, consulting, craft breweries, design, energy, engineering, financial services, health care, insurance, iron and steel distribution, manufacturing, marketing, pharmaceuticals, printing, professional and other services, public relations, retail, security, software development, telecommunications and travel.

## Education

- New York University School of Law (LL.M., 1978)
  - Taxation
- University of Missouri-Kansas City School of Law (J.D., 1977)
  - with distinction

## Capabilities

- Employee Benefits & Executive Compensation
- Employee Stock Ownership Plans
- Mergers, Acquisitions & Divestitures
- Corporate & Transactional

- Tulane University (B.S., 1974)
  - cum laude/Tulane Scholar/Phi Beta Kappa

## Bar Admissions

- Missouri, 1977
- Kansas, 1987

## Court Admissions

- U.S. Tax Court

## Memberships

- The ESOP Association
  - Member and Frequent Speaker
  - Legislative and Regulatory Committee Member
- ESCA (Employee-Owned S Corporations of America)
  - Member and Frequent Speaker
- ESCA Advisory Committee
  - Member
- The National Center For Employee Ownership (NCEO)
  - Member and Frequent Speaker
- Heart of America Tax Institute
  - Past Chairman

## Recognition

- Ranked in *Chambers USA: America's Leading Lawyers for Business*, Employee Benefits & Executive Compensation, Missouri, 2024-2025
- Finalist, 2007 *Lawdragon 500*
- Selected for inclusion in *Best Lawyers in America*® for Employee Benefits (ERISA) Law, 2008-2026
- Selected for *Best Lawyers*® "Lawyer of the Year" in Kansas City, Missouri, Employee Benefits (ERISA) Law, 2016, 2018, 2021, 2024
- Selected for Missouri/Kansas *Super Lawyers*, 2005-2016
- *Kansas City Business Journal*, Best of the Bar, 2006
- Martindale-Hubbell® "AV" Rating
- Phi Beta Kappa
- Member, *UMKC Law Review*
- Editorial Staff, *The Urban Lawyer*