

## L. Stephen Bowers

Counsel

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Stephen Bowers serves a broad array of corporate clients and has notable experience guiding employers of all types, including private companies, government entities, nonprofits and educational institutions through industry-specific employee compensation and benefits rules. He advises employers on the design, operation and regulation of executive compensation agreements and employee pension and healthcare plans.

Stephen is a trusted advisor with extensive subject-matter knowledge of the Employee Retirement Income Security Act (ERISA), as well as relevant health, privacy and tax laws. Stephen has been at the forefront of efforts to help telemedicine companies obtain funding through employee benefit plans.

Before entering private practice, Stephen worked as an investigator for the Employee Benefits Security Administration of the United States Department of Labor where he assisted with civil and criminal investigations of single or multi-employer plans and service providers. Prior to joining White and Williams, Stephen practiced at a nationally recognized Philadelphia-based law firm and a major benefits consulting company.

### Representative Matters

- Represented healthcare facility in Baltimore in a \$75 million acquisition of five Philadelphia nursing homes
- Represented a large Philadelphia scrap metal company in its sale to a private equity firm
- Represented the seller in its multimillion dollar sale to a private equity firm
- Represented a U.S. loan pricing software and solutions company in its minority equity stake acquisition by a Boston-based private equity group
- Represented cloud-based telemedicine software company in its acquisition of a privately held healthcare service provider
- Represented a private equity firm in connection with its acquisition of a Minnesota manufacturer of plastic film and low-density polyethylene packaging products
- Represented a leading education and research provider for the risk management and insurance industry in its strategic acquisition of

### Practice Areas

Tax and Estates  
Corporate and Securities  
Labor and Employment  
Life, Health, Disability and ERISA

### Bar and Court Admissions

Pennsylvania  
Massachusetts

### Education

Boston University School of Law, JD, *cum laude*, 1999  
University of Scranton, BA, 1994

### Memberships

Pennsylvania Bar Association

substantially all of the assets of an insurance industry membership association

- Represented a private equity firm and its portfolio company, an injection molding and value-added assembly service provider, in connection with the acquisition of an automotive interiors products supplier
- Represented a publicly traded Japanese food company doing business across 30 countries in its purchase of a San Francisco-based fair trade chocolate manufacturer
- Represented a private equity firm in its acquisition of a manufacturer of automated wood pallet and bedding manufacturer equipment
- Represented the ownership of a top Mid-Atlantic construction management firm in connection with the sale of most of the company's equity to senior management
- Represented a technology company in connection with the sale of its cable assets to Philadelphia-based cable provider
- Represented a Pennsylvania-based snack manufacturer in its acquisition of a leading specialty food marketer and manufacturer in a deal valued at \$165 million

### **In the News**

White and Williams Announces Addition of Employee Benefits and Healthcare Attorneys to Philadelphia Office  
June 10, 2019

### **Events**

Executive Compensation, Design and Distribution Planning  
White and Williams LLP (Philadelphia, PA) | November 6, 2019

ACC: Annual Ethics & Diversity CLE  
ACC (IBM, North Castle, NY) | October 24, 2019

Employment Law Institute: Employer Obligations Under the Affordable Care Act  
Pennsylvania Bar Association

### **Publications**

New Regulations Expand Availability of Multiple Employer Retirement Plans  
*The Legal Intelligencer* | November 5, 2019

IRS Regulation Aims to Undo the 'One Bad Apple' Rule  
*Employee Benefit News* | September 20, 2019

IRS Reduces Affordability Requirement for Employers' Healthcare Coverage  
*Taking Care of Business* | August 6, 2019

Healthcare Executive Order Suggests Changes Are Coming  
*Taking Care of Business* | June 25, 2019

IRS Updates Employee Plans Compliance Resolution System  
*Taking Care of Business* | June 3, 2019

Bloomberg Law: Benefits Guide Basics, Welfare and Fringe Benefits: Voluntary Benefits