



JAY M. KIRSCHBAUM
Senior Vice President
Director of Benefits
Compliance

Employee Benefits

PRIOR EXPERIENCE

- Lockton
- Aon
- Willis Towers Watson (Willis North America)
- MetLife (GenAmerica Financial Corp.)
- Private Practice Tax and Employee Benefits Attorney
- Peace Corps

Let's connect:
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As Senior Vice President and Director of Employee Benefits Compliance, Jay is responsible for helping clients keep their benefit plans within the boundaries of all applicable laws and regulations while still helping them achieve the best outcomes for all concerned — employers and their employees — and to enhance the employee experience and results within the plans.

Expertise

Jay has more than 30 years of experience as a tax attorney specializing in employee benefits and the application of a broad range of compensation and employer-sponsored benefits programs. Jay's experience combines a high level of technical expertise with creative and practical business-oriented solutions in the design, administration and compliance of health and welfare benefits plans, qualified retirement plans, fringe benefit plans, and executive compensation including non qualified deferred compensation and equity-based programs.

Prior to joining World, Jay was a Senior Vice President and Senior ERISA Attorney with Lockton. He served as the leader of the compliance review process for Aon's merger and acquisition practice. Jay was previously the national practice leader for the legal and research team at Willis Towers Watson. There he directed a team of employee benefits attorneys and paraprofessionals who provided technical and marketing assistance to employee benefits producers in Willis offices worldwide. The team provided guidance on all employee benefits programs under ERISA, the Internal Revenue Code, and all other statutory and regulatory provisions.

Jay served as a Peace Corps volunteer and business consultant from 1979 to 1982 in the Dominican Republic, Honduras and El Salvador.

Education

LL.M. in Taxation | New York University School of Law, New York
J.D. with distinction | University of Arizona College of Law, Arizona
B.S. in Business Administration | Washington University, Missouri

Designations

JD, LLM, FLMI

Professional Affiliations

American Benefits Council | Former Chair and Executive Board Member
 Bar Association of Metropolitan St. Louis | Former Chair, Employee Benefits Committee
 Washington University School of Law | Adjunct Professor
 American Bar Association | Tax Committee
 Arizona Bar Association
 Missouri Bar Association
 LIMRA | Fellow, Life Management Institute