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Jay Kirschbaum is senior vice president and benefits compliance-director with World Insurance Associates LLC. He 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. His 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 nonqualified deferred compensation and equity-based programs. Previously, he was a senior vice president and senior ERISA attorney with Lockton, and he also served as the leader of the compliance review process for Aon's merger and acquisition practice. Kirschbaum 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. He served as a Peace Corps volunteer and business consultant from 1979 to 1982 in the Dominican Republic, Honduras and El Salvador. He holds an LL.M. degree in taxation from New York University School of Law, a J.D. degree from the University of Arizona James E. Rogers College of Law and a B.S. degree in business administration from Washington University.