



## JAY M. KIRSCHBAUM

**Vice President  
Compliance Services**

Joined World in 2021

### PRIOR EXPERIENCE

Lockton

Aon

Willis Towers Watson  
(Willis North America)

MetLife (GenAmerica  
Financial Corp.)

Private Practice Tax and Employee  
Benefits Attorney

Peace Corps



[jaykirschbaum@  
worldinsurance.com](mailto:jaykirschbaum@worldinsurance.com)



### 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 nonqualified deferred compensation and equity-based programs.

Prior to joining World, was a Sr. VP 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. 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.

Designations | JD, LL.M, FLMI

### EDUCATION

LL.M in taxation | New York University School of Law, New York, New York  
J.D. with distinction | University of Arizona College of Law, Tucson, Arizona  
B.S. in business administration | Washington University, St. Louis, Missouri

### 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