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Jack Towarnicky is of counsel at Koehler Fitzgerald. As an ERISA employee benefits compliance and planning attorney, Towarnicky has over 40 years of experience in human resources and plan sponsor leadership roles. This includes 25 years as the leader of a Fortune 100 corporation's benefits function. He earned the CEBS® designation, instructed CEBS courses and is a past member of the International Foundation's Corporate Board. He is a frequent presenter at national conferences, and his articles have appeared in many publications, including *Benefits Quarterly*. Towarnicky has also provided several testimonies to the Department of Labor, Employee Benefits Security Administration. He is a graduate of Cleveland State University and earned his J.D. degree at South Texas College of Law Houston and his LL.M. degree at John Marshall Law School.