



Jennifer Bibart Dunsizer

PARTNER

Columbus

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Practice Areas

Employee Benefits and Executive Compensation

Labor and Employment

Education

The Ohio State University Moritz
College of Law, J.D., 1993

University of Rochester College of
Arts and Science, dual B.A.
degrees, *cum laude*, 1990

Bar & Court Admissions

Ohio

*Admitted to practice law only in
the states listed above.*

Jen is a partner in the Vorys Columbus office and a member of the labor and employment group. Her practice focuses on employee benefits and executive compensation plans. As former managing corporate counsel for a large, publicly traded employer, Jen has extensive experience in the design, implementation and administration of retirement plans, deferred compensation, health and welfare plans, insurance benefits, short- and long-term cash and equity-based incentive plans, and early retirement programs; public company disclosure obligations and merger and acquisition activity. **Career highlights include:**

- Advising Worthington Industries, Inc., in its spin-off of Worthington Steel, Inc., as an independent, publicly traded company
- Regularly advising clients on voluntary corrections for qualified and non-qualified retirement plans; Jen's correction applications are often approved without any questions from the IRS or DOL reviewers
- Regularly advising clients of all sizes, including publicly traded, private and non-profit companies, regarding their executive compensation structures, advising through design, drafting, implementation, ongoing administration and termination
- Assisting clients to defend against proposed assessments of taxes under the Affordable Care Act (Code Section 4980H)
- Managing contract negotiation, due diligence disclosure, integration and separation issues in connection with mergers and acquisitions as both an acquirer and a target
- Assisting clients with IRS and DOL audits of retirement plans and health plans

Jen is actively involved with the American Bar Association, where she serves as a vice-chair of the Tax Section's Employee Benefits Executive Compensation, Fringe Benefits, and Federal Securities Law Subcommittee and where she also serves as the CLE representative of the Real Property, Trust and Estate Section's Joint Committee on Employee Benefits. She is a frequent speaker on benefits issues including executive compensation, IRS and DOL audits, qualified retirement plans and health insurance.

Jen received her J.D. from The Ohio State University Moritz College of Law. She received her B.A. in political science and her B.A. *cum laude* in economics from the University of Rochester College of Arts and Science.

Honors & Recognitions

The Best Lawyers in America, Employee Benefits (ERISA) Law, 2024-2026

Columbus CEO, Best Lawyers, Employee Benefits Law, 2022-2023

Chambers and Partners, Leading Lawyer in Employee Benefits & Executive Compensation, 2011-2019, 2023-2025