

Aaron M. Weiss

Counsel | Employee Benefits & Executive
Compensation

OVERVIEW

Aaron is a member of the firm's Employee Benefits and Executive Compensation group. He has experience advising on the design, implementation, and operation of multiple plans, including 401(k), defined contribution, defined benefit, self-insured and fully insured medical, life and disability plans. Additionally, Aaron counsels clients on Employment Assistance Programs (EAP), wellness programs, cafeteria plans, health savings and reimbursement account plans, Flexible Spending Accounts(FSA) and severance plans.

Aaron assists clients in designing and preparing stock option agreements, nonqualified deferred compensation arrangements, severance agreements and executive compensation agreements, as well as administering and interpreting them. He also has experience evaluating 409A and 280G considerations in the contexts of plan design and corporate mergers and acquisitions.

Additionally, Aaron counsels clients on the Employee Retirement Income Security Act (ERISA), Internal Revenue Code, and various other laws impacting employee benefit plans, plan audits and corrective programs, as well as plan administration, qualification requirements, controlled group analysis, fiduciary responsibilities, prohibited transactions, and benefit claims matters.

NEWS & INSIGHTS

July 7, 2025 Publication

Parity on Ice: MHPAEA's 2024 Final Rule Heads to the Penalty Box



aweiss@nge.com

D. (312) 269-2970

F. (312) 980-0723

EDUCATION

Washington University in St. Louis
(J.D., 2020)

Roosevelt University (Paralegal
Certificate, 2008)

University of Illinois at Urbana-
Champaign (B.A., 2007)

ADMISSIONS

Florida

Texas

Missouri

Illinois