

# Rafael Ramos Aguirre

ASSOCIATE

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As an associate in the Employee Benefits and Executive Compensation practice, Rafael focuses his work on a variety of employee benefits matters. Rafael partners with Polsinelli attorneys on designing and implementing qualified plans, health and welfare plans and non-qualified compensation arrangements. Additionally, Rafael provides counseling services that align legal strategies with clients' business objectives. Rafael has been able to leverage his immigrant background to assist clients in their international endeavors in the benefit space, particularly in Latin America.

Prior to joining the firm, Rafael served as Polsinelli summer associate and law clerk. Aside from the creation and implementation of benefit plans, his experience includes navigating audits and appeals under the Internal Revenue Service, the Department of Labor and the Pension Benefit Guaranty Corporation. He also has experience working with ESOPs and other types of profit sharing plans.

## Education

- University of Kansas School of Law (J.D., 2019)
- Kansas State University (B.A., 2016)

## Bar Admissions

- Kansas, 2021
- Missouri, 2019

## Recognition

- Named one of *Best Lawyers: Ones to Watch® in America* in Employee Benefits (ERISA Law), 2026

## Capabilities

- Employee Benefits & Executive Compensation
- Employee Stock Ownership Plans