

Kirk Vaughn

INDEPENDENT CONTRACTOR ATTORNEY

Kirk is an independent contractor attorney who supports the Poyner Spruill team to counsel clients on plan design, administration, fiduciary responsibilities, regulatory compliance, and resolving complex benefits issues.



JURISDICTIONS LICENSED
Pennsylvania, Tennessee

BIOGRAPHY

Kirk advises employers, plan sponsors, fiduciaries, and service providers on employee benefits and ERISA matters, with a focus on practical, compliance driven solutions for retirement and welfare benefit plans.

Kirk works extensively with qualified retirement plans, including 401(k) and 403(b) plans, as well as governmental and tax exempt plans. His experience includes advising on plan corrections, audits, fiduciary governance, and evolving regulatory developments such as SECURE 2.0. Clients value his ability to translate complex requirements into clear, actionable guidance aligned with their business operations.

Before focusing exclusively on employee benefits law, Kirk gained hands on experience across plan administration, underwriting, and in house legal roles. This background gives him a practical understanding of how benefit plans operate in real world settings and allows him to anticipate issues before they escalate.

AREAS OF FOCUS

EMPLOYEE BENEFITS AND EXECUTIVE COMPENSATION

CREDENTIALS

EDUCATION

Temple University Beasley School of Law, J.D.

University of Tennessee, Knoxville, B.S., Business Administration, *cum laude*

CERTIFICATIONS & SPECIALIZATIONS

Qualified 401(k) Administrator (QKA)