



JASON P. FAUST

COUNSEL

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Jason Faust advises employers in both the private and public sectors with navigating the complex world of employee benefits law. With extensive experience in ERISA, executive compensation, retirement plans, health and welfare plans, and general regulatory compliance, Jason partners with organizations to minimize risk, maintain compliance, and design benefit programs that attract and retain top talent. Jason also regularly counsels clients on the complicated employee benefits and executive compensation challenges involved in mergers and acquisitions.

Jason provides employers with clear, actionable guidance across the full spectrum of employee benefits law—from structuring benefit plans, ensuring regulatory compliance, and advising on employee benefits and executive compensation matters in M&A transactions to representing organizations in IRS and DOL audits. With an emphasis on practical, business-focused solutions, he works with clients to protect their organizations from liability while maximizing the effectiveness of their benefit strategies.

BACKGROUND

Prior to joining Armstrong Teasdale, Jason was tax and benefits counsel at another Chicago area law firm.

EDUCATION

- University of Illinois Chicago School of Law (LL.M., *with honors*, 2015)
 - Employee Benefits
- University of Illinois Chicago School of Law (J.D., *cum laude*, 2012)
 - The John Marshall Law Review, 2010-2011
 - Moot Court Honors Council, 2011
 - IRS – Office of Chief Counsel, Law Student Volunteer Program, Spring 2012
 - Phi Delta Phi
 - The John Marshall Law School Center for Tax Law and Employee Benefits InBrief (Publication), Contributor
 - National Institute on ERISA Litigation Scholarship Recipient, Fall 2011
- Marquette University (B.A., 2025)
 - Communications

SERVICES AND INDUSTRIES

Employee Benefits and Executive Compensation
Employment and Labor
Governance and Compliance
Mergers and Acquisitions
Tax
Agribusiness and Food
Consumer Products and Services
Energy and Utilities
Financial Services and Banking
Health Care and Life Sciences
Manufacturing and Innovation
Technology

ADMISSIONS

Illinois
U.S. District Court, Northern District of Illinois

PROFESSIONAL ACTIVITIES

- Chicago Bar Association

CHARITABLE AND CIVIC INVOLVEMENT

- RUSH (former Associate Board Member)
- Open Heart Magic (former Professional Board Member; former Certified Hospital Magician, Fundraiser)
- Breakthrough T1D (formerly JDRF) Volunteer/Fundraiser
- St. Mary School/Parish - Riverside, IL (Active Parishioner; /Volunteer)

ACCOLADES

- Chambers USA, Associate to Watch in Employee Benefits & Executive Compensation (2020)
- Legal 500, Executive Benefits and Employee Compensation & Retirement Plans - Design (2021)
- Excellence in Employee Benefits Law Award, Chicago Bar Association (2012)

EXPERIENCE

Employee Benefits Compliance Counsel to Fortune 500 Company

Provided day-to-day employee benefits compliance counseling for a Fortune 500 food production company and assisted with the employee benefits aspects of its numerous acquisitions and divestitures.

ERISA Counsel on \$400 Million Acquisition

Counseled a private equity client on the ERISA aspects of a \$400 million acquisition of a top supply chain network.

Advised Client on ERISA Aspects of \$500 Million Recapitalization

Successfully navigated many controlled and affiliated service group issues during his advisement for a client on ERISA aspects of the \$500 million recapitalization of a top, private provider of anatomic pathology and clinic lab services.

Counsel to Chapter 11 Energy Client on Benefits Liabilities

Advised an energy client during their Chapter 11 bankruptcy proceedings on how to limit retirement, health and welfare, and executive compensation liabilities.

Benefits Counsel on \$1.65 Billion Software Company Acquisition

Successfully advised a client on the benefits integration and ERISA aspects throughout its \$1.65 billion acquisition of a software company.

THOUGHT LEADERSHIP

April 3, 2026

The PropCo/OpCo divide in skilled nursing and assisted living: Why owners are turning to ESOPs

March 2, 2026

IRS provides updated safe harbor 402(f) notices for eligible rollover distributions from qualified retirement plans

November 19, 2025

IRS issues 2026 cost-of-living adjustments for retirement plans in new notice

November 6, 2023

New retirement plan limitations announced by the IRS for 2024

August 28, 2023

SECURE Act 2.0: The IRS makes life easier (temporarily, at least) with interim guidance regarding SECURE Act 2.0 catchup contribution provisions