



Jayda Cruz

Associate

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Hartford — 860.275.8235

Jayda Cruz focuses her practice on counseling a wide range of clients on issues arising from the creation and administration of employee benefit plans, including all aspects of plan design and administration, adhering to ERISA, the Internal Revenue Code, and other applicable laws, and plan compliance and correction issues.

Jayda assists plan sponsors with plan design issues, compliance reviews, and the preparation of participant communication materials for qualified and nonqualified defined benefit and defined contribution plans. She also works with plan sponsors on plan correction matters, including the use of various correction programs made available by the Internal Revenue Service and the Department of Labor.

Governmental Plans

Jayda works with governmental clients sponsoring and administering benefit plans and programs. She advises these clients on federal tax, compliance, correction, and fiduciary issues. In particular, Jayda assists clients with issues related to plan participation/enrollment, employee and employer contributions, required minimum distributions, compensation limits, rollovers and plan-to-plan transfers.

Health + Welfare Benefit Plans

Jayda assists clients on a wide range of health and welfare benefits, including cafeteria plans, tuition reimbursement plans, self-funded health arrangements, wellness benefits and fringe benefits. She helps them comply with the many laws that regulate these plans such as ERISA, the Internal Revenue Code, the Affordable Care Act, ADA, FMLA, and COBRA. She also works closely with health plans in their efforts to comply with the complex privacy rules of HIPAA.

Executive Compensation + Equity Arrangements

Jayda assists with the design, implementation, and maintenance of executive compensation and incentive programs, including equity-based plans. She also supports clients on the employee benefits and compensation aspects of their key transactions, including mergers and acquisitions.

Fiduciary Advice

Jayda advises fiduciaries on their responsibilities under ERISA and assists them in developing sound fiduciary and compliance policies and practices. She routinely negotiates investment-related agreements and contracts with plan service providers.

Prior to joining Robinson+Cole, Jayda was a tax associate in the legal department at a global accounting firm where she assisted companies with U.S. tax-related issues and worked on tax controversy matters.

Jayda enjoys golf and cross fit activities and is an avid reader and traveler. While in law school, she served as a member of

the Student Bar Association, as Treasurer of the Latinx Law Students Association and as a member of the Connecticut Hispanic Bar Association.

Services

- Labor, Employment, Benefits + Immigration
- Employee Benefits + Compensation
- Executive Compensation
- Governmental Plans
- Health + Welfare Plans
- Plans for Tax-Exempt Organizations
- Retirement Plans

Education

- University of Connecticut School of Law (Juris Doctor)
 - 2021 Loiselle Moot Court Competition, Champion Quarterfinalist and Best Prosecution Attorney
 - 2021 LCLD Scholar
 - Deans Scholar
- College of Charleston (Bachelors, *cum laude*)
 - B.A., Political Science and Spanish

Admissions

- State of Connecticut

Languages

- Spanish