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Kate Cigrand is the director of compliance and research at United Actuarial Services (UAS), a consulting and actuarial firm. In this role, Cigrand researches and advises on employee benefit compliance matters and supports programs impacting multiemployer health and welfare, defined benefit and defined contribution plans. Before joining UAS, Cigrand held various private and public sector positions with a focus on employee benefits. She was an investigator in the Kansas City Regional Office of the Department of Labor's Employee Benefits Security Administration (EBSA). In that role, Cigrand audited ERISA service providers as well as retirement and health and welfare plans. Prior to her work with EBSA, Cigrand was a partner at a law firm that specialized in the representation of multiemployer employee benefit funds. She provided comprehensive legal services to the funds' boards of trustees, including advising them on employee benefits compliance matters. Cigrand received her juris doctor degree with distinction and her bachelor's degree in political science from the University of Iowa.