



Kristi Gauthier

National Director of Benefits Compliance
The Baldwin Group
Gilbert, Arizona

Kristi Gauthier is the National Director of Benefits Compliance at The Baldwin Group, where she leads the firm's national compliance team and partners with clients and internal teams to navigate complex and evolving regulatory requirements. With more than two decades of experience in employee benefits compliance and as an ERISA attorney, Kristi brings deep expertise across ERISA, HIPAA, ACA, MHPAEA, fiduciary responsibility and governance, as well as benefit-related considerations in mergers and acquisitions transactions. She also has extensive experience working with and interpreting regulations and guidance from the DOL and IRS. Kristi advises employers on designing and maintaining compliant, effective benefits programs in a rapidly changing regulatory environment. She partners with clients to proactively identify risks, navigate regulatory complexity with confidence, and implement practical, business-focused solutions—whether supporting day-to-day compliance, preparing for audits, or addressing the unique challenges that arise in corporate transactions and organizational change. Kristi earned her J.D. degree from Wayne State University Law School and is admitted to practice law in Michigan and Arizona.