



**Maria N. Smirensky,
M.B.A., M.S., CEBS, SPHR, SHRM-SCP**

**Human Resources and Benefits Consultant and Founder
M S Van Wie Advisors LLC
Stuyvesant, New York**

Maria N. Smirensky, M.B.A., M.S., CEBS, SPHR, SHRM-SCP, is an experienced human resources and benefits consultant and the founder of M S Van Wie Advisors LLC. With more than 20 years of expertise across both nonprofit and for-profit organizations, she specializes in strategic HR leadership, benefits design, compliance, and employee engagement. Maria has directed retirement committees, guided plan sponsors through complex compliance requirements, and advised organizations on the design, implementation, and communication of innovative retirement strategies. Her work often bridges the gap between technical compliance and practical workforce solutions, ensuring that organizations remain competitive while supporting employees' long-term financial security. A Certified Employee Benefit Specialist® (CEBS®), she brings deep knowledge of defined benefit, defined contribution, and hybrid retirement plan structures, with a focus on translating complex plan mechanics into clear, actionable guidance. Maria is also committed to education and knowledge-sharing, frequently presenting to HR and benefits professionals on evolving plan designs, compliance challenges, and best practices.