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With more than 35 years of experience leading global employee benefits strategies, David has managed health, welfare, and retirement programs totaling more than \$1 billion across organizations including The Hershey Company, Spirit AeroSystems, and USAA. His expertise spans strategic benefits design, compliance, global program management, M&A integration, and cost optimization, with a focus on delivering meaningful outcomes for both employers and employees. As the father of triplets, David brings a personal appreciation for the importance of benefits in supporting employees and their families through life's most important moments. That perspective shapes his approach to designing programs that are both strategically sound and centered on the employee experience.