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Justin M. Held serves as Director of Educational Programs for the International Foundation of Employee Benefit Plans. In this position, he oversees the design and implementation of several International Foundation educational offerings. He also presents extensively on the issues and trends shaping the employee benefits landscape. This is done through in-person events, via online learning offerings and as a co-host of the Talking Benefits podcast. In his previous role, he served as author or co-author for all International Foundation research reports on topics including benefits communication, wellness, financial education and corporate benefit department operations. His survey results have been cited by numerous media outlets, including The Wall Street Journal, HuffPost, Forbes and CNBC. Held is a Fellow of the International Society of Certified Employee Benefit Specialists. He received a bachelor's degree in business from the University of Wisconsin–Oshkosh and a master of business degree from Concordia University Wisconsin. Held earned his Certified Employee Benefit Specialist® (CEBS®) designation in 2010 and is CEBS Compliant.