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Dawn has more than 30 years of experience in the financial services space installing ESOPs and guiding employee-owned companies. She was the previous leader of national ESOP Practice teams and is currently AVP of Retirement Specialty Product and Distribution in ESOPs for Voya Financial Services. She has held numerous leadership roles during her career. Dawn is also an experienced public speaker and a published, award-winning author. She has earned a Bachelor of Arts degree in Accounting from the University of Northern Iowa, and Master of Business Administration from University of Iowa and will complete her Master's in Clinical Mental Health Services in August 2026. Dawn has earned the professional designations (inactive) of Certified Public Accountant, Qualified Pension Administrator (QPA), and Certified Pension Consultant (CPC). She has a passion for merging together financial services with authentic, vulnerable human connections.