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Justin M. Held serves as associate director of Research & Education for the International Foundation of Employee Benefit Plans. In this position, he conducts original survey research, analyzes data and writes extensively on the issues and trends shaping the employee benefits landscape. Held serves as author or co-author for all International Foundation research reports, including the recent *Employee Benefits Survey*, *Top Trends in Jointly Managed Apprenticeship Programs* and *Education Benefits*. In addition, his research has addressed benefit topics such as communication, wellness, financial education, corporate benefit department operations and multiemployer trustee selection and orientation. 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.