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Laura Earley has been in the employee benefits field for nearly 30 years, managing benefit plans for companies including CH2M, Sports Authority, Graebel and KinderCare Learning Centers. She has harnessed that knowledge from the corporate world and, as an account executive with IMA Financial Group, works in the public sector industry to bring thoughtful business solutions and excellent customer service to her clients. In addition to a bachelor of science degree in human resource management from Regis University, Laura also holds the Certified Employee Benefit Specialist® (CEBS®) designation and a Certificate in Global Benefits Management. Laura is a member of the Governing Council of the International Society of Certified Employee Benefit Specialists (ISCEBS) and is an instructor for the International Foundation of Employee Benefit Plans. Laura has been a local and national speaker on a variety of benefits-related topics, including health, wellness, employee engagement, unlimited PTO, and four-day workweeks. In 2023 and 2024, she published articles on the practical application of a four-day workweek in both *Benefits Magazine* and *Benefits Quarterly*.