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Mr. Eshleman is the director of benefits for Memorial Hermann Health System in Houston, Texas. He is responsible for strategic design, budgeting, compliance, and communication efforts for a \$500 million benefits program covering medical plans, pharmacy, dental, vision, life insurance, disability, PTO, voluntary benefits, COBRA, wellness, resiliency, tuition reimbursement, student loan repayment, pension, defined contribution plans, deferred compensation and executive plans for more than 30,000 employees across several states. He holds the CEBS®, SHRM-SCP and SPHR designations, and he is CEBS-Compliant. Mr. Eshleman serves on the ISCEBS Governing Council as the 2024 President, is a past member of the Membership and Chapter Development Committee and is a past president of the Houston Chapter of ISCEBS. He earned a bachelor of science degree in mathematics from the University of Houston and is an active alumnus.