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Eric is a Principal in Mercer's Health & Benefits practice with over 21 years of benefits experience with more than 16 in consulting and 5 as an HR and Benefits executive. He's led health and benefits consulting relationships with a wide variety of companies ranging from 10 employees to 300,000, publicly traded and privately held, municipal and corporate. He has served clients across virtually all industries and is an innovation leader and strategic disruptor with deep expertise in virtual healthcare, advocacy, family-forming, and clinical centers of excellence, among others. He obsesses over solving complex puzzles in elegant ways to delight clients and strike the balance between driving great business results and meeting the needs of the employees who generate them. On the client side, Eric has owned and directed entire benefit functions in two different Fortune 50 retailers. Responsibilities included managing dozens of vendors as well as strategic relationships across the enterprise including HR operations, benefits and leave administration, payroll, legal, communications, and finance. He has created and executed on strategic roadmaps, tactical project planning, labor relations coordination, financial planning, and massive enterprise harmonization and implementation projects. Eric received his BA from the University of Florida and MBA from the University of South Carolina. He is a Certified Employee Benefits Specialist® (CEBS®) and Senior Professional in Human Resources (SPHR), along with holding a broker license for Life, Accident and Health in California and many other states.