



**Janis Koltun, CEBS  
CEBS Compliant, ISCEBS Fellow**

**Principal  
Mercer  
Minneapolis, Minnesota**

Ms. Koltun is a principal for Mercer Health and Benefits. Her experience encompasses consulting with employers (both nonprofit and for-profit organizations) across a wide variety of industries. In her current role, she helps employers assess their current benefit offerings and develops programs to match long-term strategic benefit goals with overall business strategy. Her core responsibilities include guiding employers from strategy through design and management of health care and group benefit programs and working with employers to navigate the regulatory and compliance landscape. Her previous roles include benefits manager and director of benefits in large, complex, nationwide organizations. Ms. Koltun holds the Certified Employee Benefit Specialist (CEBS) professional designation, is CEBS Compliant and is a Fellow of ISCEBS. She is an active member of the Twin Cities Area Chapter of ISCEBS and a current member of the ISCEBS Governing Council. Ms. Koltun holds a B.B.A. degree from the University of Iowa and is a licensed life and health agent.