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Mark Dunlop currently, and has for most of his 40-plus years' career, works with installation, funding, communication, education, training and administration of employee benefits, financial services and investment plans. Past experiences include being the regional wholesaler (director) for MassMutual's large group market and U.S. insurance group, coordinating institutional sales. Prior to that, he was part of the leadership team that administered self-funded trusts and addressed compliance and participation issues for the Lutheran Church-Missouri Synod. Other former employers include Mutual of America, Financial Data Planning, Aetna and Metropolitan Life. Mark has been a faculty member at various entities including the University of Miami (Florida), St. Louis University, Maryville University and the University of Missouri-St. Louis. He received his master degrees (M.S.M., M.S.F.S.) from the American College in Pennsylvania and his B.B.A. degree with a health and welfare, pension and actuarial concentration from The College of Insurance (now part of St. John's University) in New York. Mark has been a Certified Employee Benefit Specialist® program instructor since 1983. He has served on various International Foundation and International Society of Certified Employee Benefit Specialists (ISCEBS) boards and committees, instructs for the ISCEBS U.S. continuing education (CE) course Health Care, presents at and contributes to various Foundation and ISCEBS live and web-based educational events, and is on the editorial board of *Benefits Quarterly*.