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## About the Authors

**Donna Joseph** is the CEO and co-founder of Rhodes-Joseph & Tobiason Advisors, an independent, woman-owned employee benefits coaching company helping employers and HR and Employee Benefits professionals, as well as brokers/consultants, vendors and service providers, [www.RJTAdvisors.com](http://www.RJTAdvisors.com). Donna leads her company's Grow Your Benefits Career™ coaching practice, [www.GrowYourBenefitsCareer.com](http://www.GrowYourBenefitsCareer.com).

As former Benefits Director at a major global company and former Board member of ABC, the American Benefits Council, Donna brings her wide experience, depth of knowledge and employer perspective to her clients.

She frequently speaks at major HR and Employee Benefits conferences, including the SHRM Annual Conference, Employee Benefits Forum & Expo, Human Resource Executive Health & Benefits Leadership Conference, Employer HealthCare Congress, Benefits Selling Expo, and Workplace Benefits Renaissance and Mania.

Follow Donna on Twitter [@BenefitsCoach](https://twitter.com/BenefitsCoach) and connect on [LinkedIn](https://www.linkedin.com/in/donna-joseph).

**Pete Tobiason** is an Employee Benefits Professional, Coach, Author and Speaker with more than 30 years experience in employee benefits leadership, management, training, speaking, and coaching. A former Employee Benefits Counsel at a major global company and former Chair of ERIC, the ERISA Industry Committee, he coaches HR and benefits professionals and businesses on managing benefits. He is President and co-founder of Rhodes-Joseph & Tobiason Advisors, the Managing Benefits™ Coaching Company, [www.RJTAdvisors.com](http://www.RJTAdvisors.com) and is a Principal in the firm's Grow Your Benefits Career™ coaching practice, [www.GrowYourBenefitsCareer.com](http://www.GrowYourBenefitsCareer.com).

He and the firm's CEO and co-founder, Donna Joseph, deliver value to their clients through creative and innovative solutions to employee benefits challenges, bringing experienced and independent employer perspective.

Follow Pete on Twitter [@PeteRJTA](https://twitter.com/PeteRJTA) and connect on [LinkedIn](https://www.linkedin.com/in/peteRJTA).

**Donna and Pete** co-authored the eBook *Making Voluntary Workplace Benefits Part of Every Employer's Benefits Program*, a guide helping brokers/consultants and benefits product providers understand the employer's perspective on employee benefits.

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