



Richard Polak

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Celebrating his 45th year in the industry, Richard Polak has made his mark on the world of employee benefits. Embarking on his journey with industry giants such as Deloitte, Mercer and Gallagher, where he honed his expertise, Richard then founded and managed IBIS Advisors. The company's 17-year success led to its acquisition by Arthur J. Gallagher, where he served on the executive committee. Currently, Richard helps many global organizations, leading them toward greater success. His professional activities include participating on the American Benefits Council, where he advises employers and Congress on global benefits matters; contributing insights to the Forbes HR Council; speaking on global rewards strategies at WorldatWork and International Foundation conferences; and participating in the SHRM Voice of Work Research Panel. Richard wrote the acclaimed book *Work Smart Now*, which is a #1 release on Amazon. He also produced seven plays, and he is releasing his first novel in the summer of 2024.