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Richard Polak’s experience spans more than forty years, including having advised over 300 of the world’s most innovative multinational organizations. His specialty in the global workplace includes helping firms increase productivity, improve results through engagement, HR Forensics (investigative), along with other solutions to meet the demands of international organizations. His new book, *Work Smart Now*, was the number one release on Amazon.

Mr. Polak is on the Forbes HR Council. He was a subject matter expert for SHRM’s GPHR Learning System. He has presented at many conferences for organizations around the world, including the International Labor Organization (ILO) in Geneva (was formerly the pension technical advisor to the AFL/CIO), Social Security Reform in Bulgaria, several Compensation and Benefits Associations, the National Conference on Pension Reform, SHRM, WorldatWork, American Benefits Council and the International Leadership Forum.

He had curated and produced the IBIS Academy, the leading HR conference in Europe, for the past 25 years. Richard Polak’s *WorldatWork* article on Global Benefit Strategies earned him an award for one of the four best articles. He has been interviewed in and has had articles published in *Fast Company*, *Employee Benefits Adviser*, *Workspan*, *Benefits and Compensation International*, *Employee Benefit News*, *Global Benefits Vision*, *Compensation and Benefits Management*, *HR.com*, *SHRM*, and dozens of business journals. He is also a Senior Advisor, Global Affairs for the American Benefits Council in Washington, DC. and a Congressional Advisor.

Mr. Polak holds a Bachelor of Science in Business Management and Mathematics from Alfred University in New York, with continued studies at Columbia University, The New School for Social Research, and UCLA. He is also a published playwright, having seven plays produced internationally...and coach in the Beverly Hills Little League. Plus, his new book, *Work Smart Now* was the #1 release on Amazon in April 2021

Selected Speaking & Publication List

Date	Event	Location
2021	More than 20 events as a speaker	Virtual Events
Feb 2021	How to Respond to the New Long-term Remote Worker	Virtual Event
Jan 2021	EMEA Global Benefits Summit	Virtual Event
Jul 2020	World at Work Resilience Conference – Global Update	Virtual Event
Jun 2020	Inspire Event by HR.com	Virtual Event
Apr 2020	Silicon Valley Employer Forum – Asia Update	Los Angeles, CA
Apr 2020	Silicon Valley Employer Forum – EMEA Update	Los Angeles, CA
Apr 2020	American Benefits Council – Webinar on Corona virus globally	Los Angeles, CA
Feb 2020	American Benefits Council – Webinar on Corona virus in China	Los Angeles, CA
Nov 2019	Rakuten CFO Event – Going global, becoming successful with HR	Tokyo, Japan
Aug 2019	American Benefits Council – Webinar on State of the World	Webinar & Pub.
Aug 2019	California HR Conference – ABC’s of Int’l Benefits	Long Beach, CA
Nov 2018	Leader’s Edge Magazine – CIEB Publication	Publication
June 2018	American Benefits Council – Webinar on Poland	Webinar

May 2018	CIEB International Leadership Council – Panel participant on Global Benefits	Col. Springs, CO
May 2018	American Benefits Council Meeting – State of the World	Berlin, Germany
Feb 2018	American Benefits Council Survey on Singapore – Ran survey webinar	Webinar
Aug 2017	Professionals in HR Conference – Selected speaker on Global HR issues	Long Beach, CA
May 2017	IBIS Academy – Manager of Conference, Speaker and selected 43 technical sessions	Cannes, France
Mar 2017	Global Health Insider – Article based on Interviews	Geneva, Switz.
Jan 2017	New England Employee Benefits Council – Seven Deadly Sins to Avoid in 2017	Boston, MA
Jan 2017	Radius – HR Trends 2017	Boston, MA
Dec 2016	Silicon Valley Employers Forum (SVEF) – Global Trends in 2017	Santa Clara, CA
Oct 2016	Seven Deadly Sins of Global Benefits – Trends	Austin, TX
Sep 2016	Texas SHRM Conference – Polling Your Peers in Global HR	Houston, TX
Sep 2016	NHRMA – Productivity....affect the top line	Seattle, WA
Aug 2016	California HR Conference – 7 Deadly Sins, Pitfalls to avoid in Global HR	Long Beach, CA
May 2106	Thrive Conference – Productivity	Boston, MA
Feb 2016	American Benefits Council – Disruption in the Global Environment	Ft. Lauderdale, FL
May 2015	IBIS Academy – Productivity Sessions	Bristol, UK
April 2015	Quanta Services HR Conf – Global Trends 2015	Houston, TX
Dec 2014	American Benefits Council – Webinar on Flexibility in Global Benefits	Los Angeles, CA
Nov 2014	American Benefits Council – Worldwide update to global membership	Chicago, IL
Sep 2014	NHRMA Conference - Butterfly Effect presentation	Spokane, WA
May 2014	IBIS Conference – Key Note and Leader of Conference	St. Petersburg, Russia
May 2014	World-at-Work - Evolving Practices and Key International Updates in Benefits, Cash and Equity Compensation	Dallas, TX
Mar 2014	SHRM Denver – Denver Mile High SHRM presentation	Denver, CO
May 2013	L-3 HR Conference: Consolidation of Insurance and Multinational Pooling	Boca Raton, FL
April 2013	HR West: The Butterfly Effect	Oakland, CA
April 2013	Gallagher San Francisco: The Butterfly Effect	San Francisco, CA
Aug 2012	Professionals in HR Association (PIHRA): “The Butterfly Effect of Global Benefits Mgmt.”	Anaheim, CA
May 2012	American Benefits Council: International Benefits Committee Meeting	Arlington, VA
May 2012	IBIS Academy 2012: “The Butterfly Effect of Global Benefits”	Edinburgh, UK
May 2012	American Benefits Council International Benefits Committee Meeting: “The IBIS Five”	Edinburgh, UK
Apr 2012	C&B Association of San Diego: “The Butterfly Effect of Global Benefits Management”	San Diego, CA
Mar 2012	Gallagher International Benefit Services Seminar: “The Butterfly Effect of Global Benefits”	Denver, CO
Aug 2011	Professionals in HR Association (PIHRA): “A CEO and HR Exec Walk Into a Bar...”	Anaheim, CA
May 2011	IBIS Academy 2011: “From Caveman to Superperson”	Vienna, Austria
Sep 2010	Salary.com User Conference: “Trends in Global Benefit Practices”	San Mateo, CA
Sep 2010	Expatriate Healthcare, Travel Insurance and Global Health Insurance Conference	Los Angeles, CA
Jun 2010	SHRM 2010 Annual Conference: Global Staffing & Management – International Benefits	San Diego, CA
May 2010	IBIS Academy 2010 – Opening Remarks	Lisbon, Portugal
Mar 2010	Webinar – “Expatriate Talent Marketing Trends”, hosted by Sibson Consulting	Webinar

Nov 2009	SouthWest Benefits Association – Presentation to members on global HR issues	Dallas, TX
Oct 2009	Human Resource Executive – "A Global Response"	Publication (PA)
Jan 2009	Lockton Navigator – Article on trends on global benefits	Publication (KS)
Nov 2008	Southwest Benefits Association – Presentation to members on global benefits issues	Dallas, TX
Nov 2008	Employee Benefit Adviser – "Taking Action"	Publication (NY)
Oct 2008	Business Across Borders – Presentation on global healthcare issues	Washington, DC
May 2008	Benefits & Compensation International – "Does Global Consulting/Broking Make Sense?"	Magazine (UK/Int'l)
Apr 2008	CCH Publications: <i>Directions</i> – Interview for global magazine on International Benefits	Publication
Apr 2008	IBIS Academy – Keynote Speaker on Global Employee Benefits	Dublin, Ireland
Feb 2008	Webpod interview for online benefits publication <i>Employee Benefits News</i>	Publication
Jul 2007	American Benefits Council – Update on China to committee members	Washington, DC
Aug 2007	The Expat Zone – Challenges Faced by Expatriate Employees <i>Employee Benefit Adviser</i>	Publication
Apr 2007	<ul style="list-style-type: none"> ▪ IBIS Academy – Speaker at the premiere IBIS Academy ▪ ABD Int'l Benefits and Compensation Seminar – Keynote Speaker 	Paris, France San Diego, CA
Oct 2006	<ul style="list-style-type: none"> ▪ HR.Com Employers of Excellence – Speaker at IBIS Benefits Track ▪ Atlanta Annual HR Conference – Opening in New Territories, An HR Perspective ▪ Self Insurance Industry of America – Keynote Speaker on Global Self-insurance Challenges ▪ IPAS Conference on International Compensation – Trends in International HR 	Las Vegas, NV Atlanta, GA Scottsdale, AZ San Diego, CA
Jun 2006	National Foreign Trade Council – Update on War & Terrorism Issues Around the World	New York, NY
May 2006	World at Work Annual Conference – The Goldilocks Approach to International Benefits SHRM Nova Chapter – Cracking the Nest Egg: Understanding Global Pensions	Anaheim, CA Fairfax, VA
April 2006	IBIS Conference – Owner of and Speaker at 36 th Annual Conference: reflecting international benefit trends throughout the world	Berlin, Germany
Mar 2006	SHRM Global Conference – How to Spin Straw into International Benefits Gold	Las Vegas, NV
Feb 2006	Culture in a Box –10 Steps to a Successful Company through Culture. <i>World at Work</i>	Publication
Sep 2005	Insuring for War and Terrorism in Iraq and Other High-Risk areas. <i>World at Work</i>	Publication
May 2005	IBIS Annual Conference – The ABCs of IEBs	Budapest, Hungary
May 2005	Cornerstone Annual Conference – Keynote Speaker on the HR Employment Lifecycle	Merida, Mexico
Apr 2005	SHRM Annual Conference – Follow the Yellow Brick Road to Europe: Top cities from an HR Perspective.	Chicago, IL
Feb 2005	National Foreign Trade Council – "Insuring Iraq and Other High Risk Areas"	Long Beach, CA
Jan 2005	WEB NOVA Chapter – The 7 Deadly Sins of International Benefits	Washington, DC
Jan 2005	Westchester SHRM Chapter – The 7 Deadly Sins of International Benefits	White Plains, NY
Nov 2004	SHRM Webinar – Going International: Steps Every Company Should Know	Internet Webcast
Oct 2004	HR Leaders Summit – Industry Thought Leader at three-day Conference	Palm Desert, CA
Oct 2004	National Foreign Trade Council Meeting – "Insuring Iraq and Other High Risk Areas"	New York, NY
Sep 2004	N. Virginia HR Association – Best cities for human capital in Europe.	Fairfax, VA
Jun 2004	Gov't contractors issues concerning insuring employees in Iraq and other high risk areas	Washington, D.C.
May 2004	World at Work Conference – Awarded one of four best articles in <i>WorkForce Magazine</i>	Boston, MA
May 2004	IBF Conference – Moderator of Global Panel on Reducing Healthcare Costs	Fairfax, VA
Apr 2004	Texas Compensation Association – "How to Spin Straw into Int'l Compensation & Benefits Gold"	Dallas, TX

Mar 2004	SHRM Global Conference – Introduction to International Compensation & Benefits	Miami, FL
Feb 2004	IBF Conference on Controlling Healthcare Costs – Panelist for Global Healthcare issues	Marina del Rey, CA
Nov 2003	Society of Actuaries – Conference for Multinational Employers; member of panel on expatriates and also workshop leader on Asia/Pacific Pension plans	New York, NY
Nov 2003	Houston International HR Conf. – The 7 Deadly Sins of International Benefits	Houston, TX
Oct 2003	Participated as Subject Matter Expert for SHRM's new Global Learning System	Washington, DC
May 2003	Achieved status on the SHRM Speaker Directory: Each presenter has been ranked a 3.50 or better on a 4-point scale (with 4 representing a perfect score)	Virginia
Oct 2003	Southwest HR Conference – Spinning Int'l Comp & Benefits into Gold	Dallas, TX
Oct 2003	Virginia Global HR Conference – Spinning Int'l Comp & Benefits into Gold	Falls Church, VA
Apr 2003	UCLA Workshop on Int'l HR	Los Angeles, CA
Apr 2003	World at Work Annual Conference – Introduction to International Comp & Benefits	San Diego, CA
Mar 2003	SHRM Global Conference – Introduction to International Compensation & Benefits; 4 hrs	Los Angeles, CA
Mar 2003	Segal/Sibson Seminar – Preserving Your Bottom Line	Los Angeles, CA
Feb 2003	IBIS Institute – Presentation on International Pension plans	Brussels, Belgium
Feb 2003	NCHRA Conference – Up-to-date with International Benefits	San Jose, CA
Feb 2003	Workspan (magazine of World at Work) – Finding a Path to Global Benefits	US Publication
Sep 2002	Annual Conference for HR Assn. of Northern California: “Align Technology’s Experience in Doing Business in International Markets, an HR perspective.”	Oakland, CA
Jun 2002	Keynote: HR Assn. of the Midlands: “Global Team Development & Intercultural Training”	Omaha, Nebraska
May 2002	Compensation & Benefits Management Magazine: Retirement Programs for Cross Border Transfers	US Nationwide publication
May 2002	Annual IBIS Conference: “International Hybrid Pension Plans”	Prague
Feb 2002	CE class for Silicon Valley Health Insurers Assn: “Insuring Local Nationals”	San Jose, CA
Jun 2002	NYU School of Law: “Cross Border Transfers” – Chapter on Pension Plans	Publication
Nov 2001	WIPA: “Doing Business in New Markets”	San Francisco, CA
Feb 2001	ORC Roundtable: “Benefit programs for Global employees”	Scottsdale, AZ
Mar 2001	SHRM & University of Dallas Graduate School Presentation: “Insuring Local Nationals”	Dallas & Houston
May 2001	NYU School of Law Conference: “Cross Border Pension Plans”	New York, NY
Jul 2000	International Labor Organization (to 40 member countries): “Worldwide Retirement Plans”	Geneva, Switzerland
May 2000	Bulgaria: National Conf. on Pension Reform: “Social Security Systems Around the World”	Sofia, Bulgaria
Jun 2000	Western International Personnel Association: “Worldwide Retirement Benefits”	SF, CA & LA, CA
Apr 2000	Los Angeles Comp & Benefits Assn.: “Design Int'l Compensation and Benefit Programs”	Los Angeles, CA