



Karen S. Spangler

**Principal, Employee Health and Benefits
Mercer
Chicago, Illinois**

Karen is a principal with Mercer's health and benefits business in Chicago with over 25 years of consulting experience in the health and welfare benefits area. Prior to joining Mercer in 2012, Karen was an assistant vice president for another national employee benefits consulting firm in Chicago. She has worked with a range of employers, including the med-tech, medical device, and digital health solutions industries. Karen leads complex clients in the development of their long-term health care strategy and manages project teams in executing tactics to help clients meet their health and benefits objectives. Her recent consulting projects include analyzing the viability of best-in-class bundled solutions and evaluating emerging value-based care delivery models. She has extensive experience in leading market bidding, selection, and implementation of various lines of coverage, and she also serves as a critical resource in the implementation and advancement of new-to-market carrier solutions. Karen has been supporting clients in evaluating innovations in health care benefit solutions, including alternative health plans, advocacy/member concierge models, and other clinical point solutions. Karen graduated from the University of Illinois Urbana-Champaign with a bachelor of science degree in health planning and administration and a master of science degree in epidemiology and preventive medicine.