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Stephen began his 30-plus year career in the financial-services industry focusing on retirement-plan design, IRS/DOL compliance solutions, participant/employee education, and distribution strategies. Today, he uses MIT AgeLab research to help financial professionals and their clients anticipate and overcome the challenges of aging and retirement challenges. This took on a whole new meaning for Stephen after he suffered a stroke in 2018. Experiencing his own unforeseen, life-changing event brought home the importance of preparing clients for the unexpected.