

## ROBERT J. DRAG

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### Professional Profile

Analytical and seasoned insurance professional with forty years experience in the insurance industry, including twenty-five years experience working with Lloyd's. Co-founded Altair, a claim and underwriting audit firm, twenty years ago. Since Altair's inception, has performed hundreds of audits and assisted in various capacities with disputes, arbitration, litigation and discovery including fact and expert witness testimony.

### Employment Chronology

*Altair Associates, Inc.*  
*Minneapolis, Minnesota*

*September, 1990 / Present*

#### Director

- Co-founded insurance and reinsurance services firm.
- Managed a staff of underwriting and claim auditors on a daily basis.
- Performed hundreds of casualty and property reinsurance and insurance audits for U.S., Bermuda, London and Continental European clients.
- Directed investigations into disputed workers' compensation, professional liability, general liability, property, etc. accounts with hundreds of millions of dollars in dispute.
- Effected Lloyd's Independent Peer Reviews of professional liability and reinsurance accounts.
- Created Altair audit processes for Lloyd's coverholders.
- Authored insurance and reinsurance underwriting guidelines.
- Executed Sarbanes Oxley and internal / self-audits
- Offered expert witness reports and testimony
- Participated in various arbitrations and litigation proceedings.
- Acted as an arbitration panel assigned mediator in a significant casualty insurance dispute.
- Provided merger and acquisition due diligence underwriting analysis.
- Assisted with improving company insurance Bests' ratings.

*Chartwell Reinsurance Company,*  
*formerly NWNL Reinsurance Co.*  
*Minneapolis, Minnesota*

*June, 1981 / July, 1990*

Vice President, Special Accounts Underwriting  
Vice President, Treaty/SRA/Facultative Underwriting

1989-1990  
1988-1989

<u>Vice President, Treaty/SRA Underwriting</u>	1986-1988
<u>Assistant Vice President, Treaty/SRA Underwriting</u>	1985-1986
<u>Assistant Secretary, Treaty/SRA Underwriting</u>	1984-1985
<u>Manager, Special Reinsurance Agreements (SRA)</u>	1983-1984
<u>Assistant Secretary, Property Facultative Underwriting</u>	1981-1983

- Operated effectively in all underwriting functions, including Facultative, Treaty and Automatic Facultative units while successfully negotiating terms and conditions for both the casualty and property contracts during the company's entire history which enabled the entity to grow from \$11 million to \$52 million in surplus, and from \$40 to \$200 million in assets.
- Revised the ceded retrocessional program procedures and reports while coordinating on-going processes and purchasing protections for the company, as well as negotiating commutations and managing runoff liabilities.
- Developed standards for both internal and external audit process and control as a member of the Audit Review Committee while planning, directing and executing underwriting audits of client companies.
- Successfully restructured the corporate Treaty Underwriting Committee into an Underwriting Department. Developed rating systems, underwriting and contract wording guidelines, procedures, and hired and trained staff. Transposed \$14 million of unprofitable business into an \$85 million book of extremely profitable premiums.
- As chairman of the company's Underwriting Committee, Provided the direction and guidelines to facultative and treaty underwriters. This committee was instrumental in turning \$2 million of unprofitable facultative volume into \$7.5 million of profitable premiums.
- Chaired the corporate Strategic Planning Committee which was responsible for coordinating and directing planning efforts for all of the company's profit and service centers in anticipation of certain scenarios related to the industry underwriting cycle.
- Created a new underwriting unit (including systems, procedures and underwriting guidelines) which was formulated to reunderwrite existing automatic and semi-automatic facultative business and to generate new opportunities.

*Munich American Reinsurance Co.  
New York, New York*

*September, 1977 / June, 1981*

Property Facultative Underwriter, Territorial Marketing Manager

- Produced and underwrote direct property facultative and automatic facultative business from large national, small mutual and all excess and surplus lines companies. Territorial marketing manager for New Jersey, central Pennsylvania including Philadelphia.

*Insurance Co. of North America  
New York, New York*

*June, 1972 / September, 1977*

Commercial Package Underwriter

1975 – 1977

Commercial Lines Underwriter

1972 – 1975

- Underwrote all commercial lines including automobile, workers' compensation, general liability, fidelity, surety and property while performing engineering and marketing duties. Production and underwriting responsibilities, including all N.Y.C. brokers.

### **Educational Qualifications**

Graduated from the College of Insurance, New York, N.Y. in 1977 with a Bachelor of Business Administration majoring in insurance. Returned to the College of Insurance in 1980 and completed half of the required courses for a Master of Business Administration before accepting a position in Minnesota during 1981.

### **Professional & Civic Involvement**

- Professional Liability Underwriting Society (member)
- Minnesota Multi-line Agents License
- Coordinators Inc, Board of Directors
- OMGBA Board of Directors
- Religious Education Teacher
- Baseball Manager & Umpire
- Association Referee Manager

**WILLIAM F. TRAESTER**

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**Employment Chronology**

*Altair Associates, Inc.  
Minneapolis, Minnesota*

*April, 2014 / Present*

**Senior Underwriting Analyst**

- Senior Underwriting Analyst for an insurance and reinsurance services firm.

*Arch Insurance Group  
Stamford, Connecticut*

*January, 2003 / February, 2014*

**Vice President**

- Managed and directed MGA relationships for a \$45 million book of program business.
- Rehabilitated an MGA with \$90 million in business.
- Managed general liability, workers' compensation, automobile, property, machinery and breakdown and inland marine lines of business.
- Oversaw jurisdictional filings; established underwriting guidelines.
- Purchased and negotiated reinsurance contracts.
- Referral underwriter.
- Performed regular and due diligence audits of MGAs.

*Trenwick Reinsurance Company  
Stamford, Connecticut*

*February, 1999 / January, 2003*

**Vice President**

- Managed and directed MGA relationships for a \$100 million book of program business.
- Oversaw property, general liability, flood and workers' compensation.
- Doubled a \$50 million book of business in less than three years while maintaining a loss ratio of less than 30%.
- Managed the group's catastrophe exposures.
- Purchased and negotiated reinsurance contracts.
- Oversight of regulatory compliance.
- Referral Underwriter and audits of MGAs.

*St Paul Fire and Marine  
Hartford, Connecticut*

*January, 1996 / February, 1999*

Account Manager

- Responsible for production, underwriting and loss prevention for a book of large national and international property, boiler machinery and all risk premium.
- Selected new occupancies for unit to write.

*Industrial Risk Insurers*

*April, 1974 / January, 1996*

Vice President – New York, New York

*1993 / 1996*

- Responsible for production, underwriting, loss prevention, budgets and administration of 250 national and international accounts with \$85 million in property, boiler and all risk premium; occupancies included real estate, service risk, manufacturing and pharmaceuticals.

Division Manager – Hartford, Connecticut

*1988 / 1993*

- Spent one to two years in each of three different division managerial positions: chemical and pharmaceuticals, pulp and paper and steel
- Division Manager of four different district offices.
- Responsible for management, production, underwriting, loss prevention, budgets and administration.

Chairman Marketing Task Force – Hartford, Connecticut

*1989 / 1992*

- Served as Division Manager and had marketing responsibility for entire company
- Negotiated and implemented appraisal system with American Appraisal.
- Established valuation procedures and conducted training sessions.

Account Executive, Chemical Account Engineer – Hartford, Connecticut

*1979 / 1988*

- Responsible for underwriting, production and loss prevention for twenty-five national and international accounts.

Production Underwriter, Supervising Engineer – Philadelphia, Pennsylvania

*1974 / 1979*

- Loss prevention, underwriting and supervisory positions.
- Appointed to committee to write underwriting procedures for district offices.

### **Educational Qualifications**

Associate in Underwriting (AU), 2003  
Associate in Risk Management (ARM), 1999.

M.S., Providence College, Providence, RI

- Major: Organic Chemistry
- National Science Foundation Fellow

B.S., Fairfield University, Fairfield, CT

- Major: Chemistry

### **Professional Involvement**

- Chartered Property Casualty Underwriter (CPCU), 1984
- Ethics Committee, National Society of CPCU, 2002 – Present
- Board of Governors, National Society of CPCU, 1998 – 2001
- Underwriting Committee, National Society of CPCU, 1997 – 1998
- President, Connecticut Chapter CPCU, 1992 – 1993

**DOUGLAS CHILDS, CPCU**

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**Employment Chronology**

*Altair Associates, Inc.  
Minneapolis, Minnesota*

*July, 2013 / Present*

**Senior Underwriting Analyst**

- Senior Underwriting Analyst for an insurance and reinsurance services firm.

*Arthur J. Gallagher, Inc.  
Bloomington, Minnesota*

*September, 2007 / May, 2010*

**Account Executive**

- Responsible for arranging appropriate coverage and favorable premium terms for clients.
- Worked with commercial (business owners) clients on a daily basis.

*St. Paul Surplus Lines Insurance Company / Travelers Excess Casualty  
St. Paul, MN*

*January, 1992 / May, 2007*

**Senior Account Executive**

- Underwrote large, complex casualty insurance accounts, including product liability.
- Worked closely with claim, loss prevention, actuarial and legal departments.
- Received the Chairman's Award in 1996.

*Swett & Crawford, Inc.  
Minneapolis, Minnesota*

*January, 1985 / January, 1992*

**Senior Vice-President, Casualty Broker**

- Broker for large, high-hazard casualty business.

*St. Paul Surplus Lines Insurance Company  
St. Paul, Minnesota*

*January, 1983 / January, 1985*

**Regional Manager – Large Accounts casualty**

- Worked with wholesale brokers and was responsible for the eastern territory.

*John H. Crowther, Inc.  
Minneapolis, Minnesota*

*October, 1977 / January, 1983*

Vice-President of Underwriting

- Worked with umbrella excess accounts at this wholesale broker and managing general agency.
- Helped establish an underwriting management company (TCP Management, Inc.) to underwrite behalf of RLI Insurance Company.
- Secured reinsurance agreements to create a \$5 million umbrella excess limit.

*W.A. Lang Company  
St. Paul, Minnesota*

*September, 1975 / October, 1977*

Coverage Analyst

- Specialized in assisting construction clients in dealing with insurance companies to secure appropriate coverage terms and premiums as a retail property and casualty insurance broker.

*CNA Insurance  
Minneapolis, Minnesota*

*July, 1971 / September, 1975*

Underwriter

- Worked with agents in Minnesota, Wisconsin, North Dakota and South Dakota, underwriting the business they produced.
- Underwrote all lines of property and casualty insurance.

**Educational Qualifications**

Received a Bachelor of Arts Degree, with a Major in Political Science at Gustavus Adolphus College from 1967 to 1971.

Completed the ten part Chartered Property Casualty Underwriter (CPCU) designation in 1980. Aliquam dapibus.



**GALEN R. SEDERLUND**

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**Employment Chronology**

*Altair Associates, Inc.  
Minneapolis, Minnesota*

*February, 2013 / Present*

**Senior Underwriting Analyst**

- Senior Underwriting Analyst for an insurance and reinsurance services firm.

*Federated Mutual Insurance Company  
Owatonna, Minnesota*

*April, 2005 / January, 2009*

**New products Consultant**

- Successfully lead an initiative to develop, underwrite, market, and manage loss sensitive casualty insurance products. These products included large deductibles, "incurred loss" and "paid loss" retrospective rating programs.
- Lead the disciplines (Underwriting, Accounting, Actuarial, Claim, and Field Services) in establishing the new products, their employment and support services.
- Developed marketing tools for presenting the new products, and accompanying services, to clients and prospective clients.

*St. Paul Fire and Marine Insurance Company  
St. Paul, Minnesota*

*May, 1980 / October, 2004*

**National Account Regional Manager**

- Responsible for profitably growing the region's national accounts business, e.g. primary casualty accounts with premiums of \$1,000,000+
- Developed successful team strategies for exceptional account retentions
- Lead a multi-disciplined quality improvement team to address the improvement of accuracy, timeliness and efficiency of retrospective premium adjustment processing.

*Kraus Anderson Insurance Agency  
Burnsville, Minnesota*

*October, 1976 / January, 1980*

Corporate Risk Manager

- Served the insurance agent and consultant to the various Kraus Anderson companies.
- Prepared specifications for the competitive marketing of the company's insurance program, responding to individual company needs, giving presentations to business heads, reviewing contracts for compliance with the insurance requirements, and giving input (oversight) on safety and loss control.

*Aetna Insurance Company  
Minneapolis, Minnesota*

*October, 1972 / October, 1976*

Commercial Multi-peril Underwriter

- Underwrote property, general liability, automobile, workers' compensation, umbrella, crime and glass. The type of business was small and middle market business.

*Chubb and Son  
Chicago, Illinois*

*December, 1970 / October, 1972*

Commercial Casualty Underwriter

- Underwrote middle market workers' compensation, general liability, automobile and umbrella business

Educational Qualifications

Graduated from University of Wisconsin – Eau Claire, Wisconsin with Bachelor of Science with major in mathematics and minor in Sociology.

Numerous management and insurance continuing education programs, such as Negotiating to Yes, Facilitator Training and Handling Difficult People.

## **M. JACK BETCHER**

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### **Professional Profile**

Seasoned professional with almost fifty years of underwriting, brokering and business management experience in the insurance and reinsurance industry, as noted in the chronology below.

### **Employment Chronology**

*Altair Associates, Inc.*  
*Minneapolis, Minnesota*

*September, 1999 / Present*

### **Senior Underwriting Analyst**

- Performed hundreds of underwriting and operational property and casualty audits in North America for reinsurance and insurance clients.
- Conducted and assisted with many insurance and reinsurance dispute analysis.
- Participated in the development of underwriting guidelines and internal audit procedures for insurance and reinsurance companies.
- Conducted and assisted in due diligence reviews.
- Performed as a fact and expert witness in dispute and litigation proceedings.

*Betcher Consulting Services, Inc.*  
*Minneapolis, Minnesota*

*January, 1993 / September, 1999*

### **Owner**

- Worked independently and with other consulting firms on various projects.
- Performed underwriting and transactional audits of reinsurance, insurance and captives; checked contract wording and overlining; consulted with retail and wholesale agencies on practices and procedures; conducted market research, agency and market evaluations, research and investigation for attorneys and other projects for businesses of various types.

*Twin City Group  
Minneapolis, Minnesota*

*January, 1996 / January, 1997*

Marketing Manager

- Implemented many computer changes to assist and upgrade internal procedures and communication.
- Conducted individual and group meetings with marketing and sales team.
- Started internal newsletter and made improvements on agency's web page.

*J.H.C. Insurance Company  
Minneapolis, Minnesota*

*January, 1988 / January, 1993*

Co-Founder

- Increased office production to \$25 million in four years, including \$3 million of personal production after same four years.
- Acquired several unique contracts.
- Assisted in setting up new umbrella program, including placement of reinsurance.

*E.W. Blanch Company  
Minneapolis, Minnesota*

*January, 1987 / January, 1988*

Reinsurance Broker

- Placed reinsurance on behalf of several national insurance firms such as The St. Paul Companies, The London Agency and Montgomery and Collins.
- Worked with most facultative reinsurance companies.

*Sayre and Toso, Inc.  
Minneapolis, Minnesota*

*January, 1978 / January, 1987*

Assistant Vice President and Casualty Manager

*1978 / 1982*

Resident Vice President

*1982 / 1987*

- Responsible for all branch operations and reported to home office in Los Angeles, California.
- Provided leadership and supervision for one of the largest and most successful offices within group.
- Worked closely with most reinsurers and retail agents in the upper Midwest.
- Organized and supervised the marketing efforts of the office staff and two satellite marketing offices.

*Alexander & Alexander, Inc.  
St. Paul, Minnesota*

*January, 1976 / January, 1978*

Casualty Manager

- Directed casualty marketing activities and specifically marketed larger accounts.
- Established relationships with several larger excess & surplus lines insurers.

*Hartford Insurance Group  
Minneapolis, Minnesota*

*September, 1967 / January, 1976*

Supervising Underwriter

- Approved all large accounts in the office.
- Supervised three underwriters and handled the larger metropolitan agencies.

**Educational Qualifications**

Graduated from Minnesota State University, Mankato, Minnesota, in 1967 with Degree in Business Administration.

**Professional Involvement**

- Insurance Institute of America (IIA) – 1973
- Twin City Insurance Club
- Minnesota Association of Surplus Lines Underwriters

**GARY L SCHULTZ**

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**Employment Chronology**

*Altair Associates, Inc.  
Minneapolis, Minnesota*

*November, 2016 / Present*

**Senior Underwriting Analyst**

- Senior Underwriting Analyst for an insurance and reinsurance services firm.

*Guy Carpenter  
Kansas City, Missouri*

*April, 2014 / April, 2016*

**Senior Vice President, Senior Reinsurance Broker**

- Responsible for new account production of property and casualty treaty accounts with a focus on regional companies.
- Structured reinsurance programs and made presentations to prospective and current clients.
- Presented Guy Carpenter services to clients and prospective clients.

*Endurance Reinsurance Corporation,  
Kansas City, Missouri*

*July, 2006 / March, 2014*

**Vice President – P&C Treaty Account Manager**

- Key contributor in establishing and building a new property and casualty direct treaty unit.
- Produced a profitable portfolio of eight new regional insurance company accounts.
- Maintained profitable business as well as responsible for ongoing account management and client relationships.
- Supervisory responsibilities for office administrator and treaty analyst.
- Other activities include servicing clients, conducting client underwriting audits, underwriting special acceptance requests and working with actuaries to price accounts

*GE - Employers Reinsurance Corporation  
Overland Park, Kansas*

*January, 1994 / July, 2006*

Second Vice President - P&C Treaty Account Manager

*June, 1996 / July, 2006*

- Responsible for underwriting, marketing, servicing and profitability of treaty business for regional property and casualty insurance companies. Client portfolio included eight accounts and \$50 million in written premium.
- Structured and priced treaty reinsurance programs for clients and prospects using actuarial pricing models. Responsible for analysis and pricing of exposures, as well as the whole account return on equity.
- Developed and executed treaty client action plans.
- Conducted audits of client and prospect companies, including underwriting file reviews, business plan analysis and management team evaluation.
- Led the account review process to ERC senior management presenting client / prospect issues, needs, business plans and reinsurance experience and pricing. Recommended account management solutions and action plans.

Underwriting Manager - Commercial Insurance Division

*January, 1994 / May, 1996*

- Marketing and underwriting responsibilities for property and casualty program business produced by managing general agents and program managers.
- Developed policy forms, underwriting guidelines and pricing guidelines for specific programs.
- Performed underwriting audits to ensure compliance with program guidelines.
- Responsible for program profitability, exposure analysis, pricing and premium growth.

*St. Paul Insurance Company  
Overland Park, Kansas*

*January, 1985 / December, 1993*

Commercial Insurance Underwriting Manager

- Developed and executed the Commercial Insurance Departments property and casualty plans and actions to achieve profit, production, pricing, budget and service objectives for the Kansas City Office. Department annual written premium of \$50 million.
- Referral Manager for accounts exceeding the underwriter's letter of authority.
- Managed Underwriting Department of twenty-five employees, including performance evaluations and staff development.
- Built strong working relationships with independent insurance agencies. Made presentations at key agency meetings and planning sessions.

*St. Paul Insurance Company  
St. Paul, Minnesota*

*January, 1983 / December, 1984*

Program Manager – Home Office Commercial Accounts

- Marketing and underwriting responsibilities for group and association programs.
- Developed policy coverages, rates, underwriting guidelines and promotional materials.
- Negotiated terms of accounts including risk selection, commissions, dividend plans, coverage and pricing.
- Home Office referral underwriter for branch offices.

*St. Paul Insurance Company  
Overland Park, Kansas*

*August, 1978 / December, 1982*

Commercial Multi-line Underwriter

- Underwrote property and casualty new and renewal individual accounts, including exposure analysis, pricing and policy coverage.
- Worked with the Risk Management and Claim Departments to evaluate exposures and determine account acceptability.
- Built and maintained strong working relationships with independent insurance agencies.

**Education Qualifications**

University of Wisconsin – Eau Claire, Bachelor of Business Administration Degree:  
Comprehensive Major in Management. Graduated cum laude August 1978.

CPCU Designation

ARM Designation

ARe Designation



**MICHAEL E. WHITE**

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**Professional Profile**

Insurance and reinsurance professional with forty years of varied property and casualty underwriting, brokering and business management experience, as noted in the chronology below.

**Employment Chronology**

*Altair Associates, Inc.  
Minneapolis, Minnesota*

*January, 2009 / Present*

**Senior Underwriting Analyst**

- Senior Underwriting Analyst for an insurance and reinsurance services firm.
- Performed insurance and reinsurance underwriting audits of North American reinsurers, insurance companies, managing agents and coverholders.
- Experienced in conducting file reviews in all lines of personal and commercial property and casualty insurance.
- Performed extensive underwriting file reviews in contract dispute matter.

*True Benchmark Insurance Services  
Oak Brook, Illinois*

*April, 1999 / February, 2007*

**President, Founder and Owner**

- Performed all corporate and management functions.
- Developed and maintained agency and insurance company relationships.
- Actively produced, marketed and serviced a substantial book of casualty and property business.

*Benchmark Management Group, Inc.  
Oak Brook, Illinois*

*September, 1990 / March, 1999*

**President, Co-Founder and Owner**

- Performed all corporate and management functions of wholesale and managing general agency.
- Developed and maintained agency and insurance company relationships.
- Actively produced, marketed and serviced a substantial book of casualty and property business.

*Interstate Insurance Group  
Chicago, Illinois*

*December, 1985 / September, 1990*

Vice President, Property Underwriting

- Completed redevelopment of underwriting principles, implementation and maintenance of same.
- Completed re-evaluation, reappointment and management of producer plant countrywide.
- Organized underwriting and support staff as well as all related administrative functions.
- Purchased all treaty reinsurance protections for all lines of business (property and casualty) and coordinated all related items.

*Kemper Reinsurance Company  
Long Grove, Illinois*

*December, 1983 / August, 1985*

Vice President / Associate Reinsurance Secretary

- Assisted in supervising all underwriting and marketing functions of the facultative casualty and property reinsurance department.
- Assisted in developing, negotiating, and maintaining reinsurance protections for all lines of property and casualty insurance companies of the Kemper Group.

*NWNL Reinsurance Company  
Minneapolis, Minnesota*

*October, 1980 / December, 1983*

Vice President

- Assisted in the organization and development of a new reinsurance company.
- Evaluated, priced and assumed casualty and property treaty business.
- Assisted in the formation, staffing and initial supervision of the company's facultative operations.
- Directed, negotiated and maintained the company's retrocessional protections.
- Established the claim department, including staffing and administration.
- Participated in the development of operational budgets.

*Scor Reinsurance Company  
Dallas, Texas*

*August, 1975 / October, 1980*

Vice President

- Responsible for all property facultative underwriting and marketing activities.
- Planned, budgeted, hired, trained, and administrated underwriting systems and procedures.
- Assisted in the establishment and staffing of two branch offices.

*Allstate Insurance Company  
Northbrook, Illinois*

*July, 1974 / August, 1975*

Reinsurance Underwriter

- Evaluated, priced and assumed property facultative business.

*Kemper Insurance Company  
Long Grove, Illinois*

*June, 1973 / July, 1974*

Reinsurance Placing Underwriter

- Negotiated and placed facultative reinsurance protection for large accounts.

**Educational Qualifications**

Graduated from Drake University, Des Moines, Iowa with a Bachelor of Science Degree in Actuarial Science.

The Financial Series, Philadelphia Insurance Research Group, Philadelphia, Pennsylvania

College of Insurance / Reinsurance Seminar, Ossing, New York

**Professional & Civic Involvement**

- The Chief Executive Officers Division of American Management Association, Woodlands, Texas

**MICHAEL MCGLINN**

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**Employment Chronology**

*Altair Associates, Inc.  
Minneapolis, Minnesota*

*December, 2014 / Present*

**Senior Underwriting Analyst**

- Senior Underwriting Analyst for an insurance and reinsurance services firm.

*McGlinn Insurance Services, LLC  
New Canaan, Connecticut*

*January, 2014 / Present*

**President**

- Insurance / Reinsurance consulting and brokerage, specializing in program business and reinsurance solutions for small and medium size insurance companies.
- Currently involved in five new programs, one insurance company sale, and the formation of a new Managing General Agency.

*Resource Intermediaries  
San Francisco, California*

*June, 2011 / November, 2013*

**Senior Vice President – Treaty Marketing**

- New property and casualty treaty production throughout the United States.
- Quoted three new opportunities.

*Tower Watson  
Stamford, Connecticut*

*February, 2009 / June, 2011*

**Consultant**

- Contract employee – Treaty Marketing
- Property and casualty treaty production on the West Coast, Florida, Texas and New York.
- Quoted four new opportunities.

*Aon / Benfield  
Stamford, Connecticut*

*August, 2007 / February, 2009*

Senior Vice President – Treaty Marketing

- Originating new business primarily in the western United States as a member of Aon's national origination team.
- Quoted five new opportunities.

*General Reinsurance Corp.  
Stamford, Connecticut*

*August, 1996 / August, 2007*

Senior Vice President – Treaty Marketing

- New treaty business production for regional companies in fourteen western states.
- Produced eleven new accounts with approximately \$25 million in underwriting profit.
- Managed fifteen active accounts with a premium volume of approximately \$50 million.
- Designed and implemented four western region treaty client seminars involving ten companies at each event.

*Swiss Re America Corp.  
New York, New York*

*March, 1991 / August, 1996*

Senior Vice President – Manager – Western Treaty Department

- Treaty production in fifteen western states and managing a team of fifteen professional, including producers, underwriters and support staff, with approximately thirty active accounts and \$150 million in premium.
- Established the Western Treaty Department for the company.
- Produced ten new treaty accounts with an underwriting profit of over \$30 million.
- Coordinated major treaty marketing events for the company.

*Intere Reinsurance Intermediaries  
New York, New York*

*April, 1989 / April, 1991*

Vice President – Treaty Marketing  
Treaty Reinsurance Broker

*American Independent Reinsurance Co.  
Stamford, Connecticut*

*June, 1981 / April, 1989*

Vice President - Treaty Marketing  
Vice President / Manager - Property & Casualty Facultative Reinsurance

*Munich American Reinsurance Co.  
New York, New York*

*June, 1976 / June, 1981*

Assistant Vice President - Property Facultative Underwriting

*American Reinsurance Co.  
New York, New York*

*August, 1973 / June, 1976*

Property Facultative Underwriter

*Commerce and Industry Ins. Co.  
New York, New York*

*January, 1971 / August, 1973*

Property Underwriter

*Military Service*

*November, 1968 / November, 1970*

First Lieutenant - US Army - Artillery

- Republic of Vietnam

**Educational Qualifications**

Pace University, New York, New York  
M.B.A. Financial Management

Fordham University, Bronx, New York  
B.A. History

Wharton School of Business  
University of Pennsylvania, Philadelphia, Pennsylvania  
Advanced Executive Education

Chartered Property & Casualty Underwriter (CPCU)  
Insurance Institutes  
Associate in Underwriting (AU)

**PATRICK J. MCCOOL, CPCU, ARM**

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Email: [PMccool@Altair-usa.net](mailto:PMccool@Altair-usa.net)  
Website: [www.Altair-USA.net](http://www.Altair-USA.net)

**Professional Profile**

Seasoned professional with forty-five years of underwriting and business management experience in the insurance industry, as noted in the chronology below.

**Employment Chronology**

*Altair Associates, Inc.  
Minneapolis, Minnesota*

*December, 1998 / Present*

**Senior Underwriting Analyst**

- Performed hundreds of underwriting and operational property and casualty audits in North America for reinsurance and insurance clients.
- Conducted and assisted with many insurance and reinsurance dispute analysis.
- Participated in the development of underwriting guidelines and internal audit procedures for insurance and reinsurance companies.
- Conducted and assisted in due diligence reviews.

*MSI Insurance  
Arden Hills, Minnesota*

*April, 1997 / December, 1998*

**Director, Commercial Account Development**

- Responsible for identification and solicitation of large agribusiness accounts - \$150,000 in package and umbrella premium—located throughout United States.
- Worked in conjunction with senior management, production underwriters, casualty actuaries, claims and staff underwriting.
- Consolidated, created, and maintained database with over 2,000 prospects and contacts of all sizes.

*Arthur J. Gallagher & Company  
Schaumburg, Illinois*

*January, 1990 / April, 1997*

**Area Vice President**

- Account Manager for four accounts, and Account Executive for two accounts.
- Participated in strategy and team marketing efforts.

- Placed primary casualty, umbrella, foreign liability, property, sensitive risk covers for clients.
- Restructured Gallagher's property and casualty program, saving \$250,000 in fixed costs and improved cash flow.
- Devised and ran three hour, in-house workers compensation seminar to partially satisfy newly-enacted Illinois producer continuing education requirements (15 hours annually).
- Interoffice resource for certain markets plus the structuring of large accounts.

*AIG Risk Management (AIGRM)  
Chicago, Illinois*

*November, 1983 / January, 1990*

Regional Vice President

- Responsible for underwriting, marketing, and administration for accounts generating in excess of \$1,000,000 in primary casualty premium located in the Midwest (10 states). Programs were incurred or paid loss retros, captives, fronts, cash collateral, large deductibles or self-insured retentions (SIR's)
- First individual outside of New York home office with such complete responsibility.
- Field underwriting authority up to \$10,000,000 premium with defined restrictions and limitations.
- Grew book of premium from \$35 million to \$325 million; profit from <\$497,000> to \$1,500,000.
- Managed staff of 21 underwriters, technicians, and assistants.
- Active in cross marketing clients with other AIG profit centers in Chicago and Home Office.

*CNA Insurance  
Chicago, Illinois*

*October, 1980 / November, 1983*

Account Executive - Underwriting

- Primary casualty insurance underwriting for National Accounts Sales > \$75,000,000, with largest account of \$18,000,000.
- New business responsibilities included pricing and structure subject to review and approval.
- Substantial placement of facultative reinsurance.

*Home Insurance Company  
Chicago, Illinois*

*November, 1977 / October, 1980*

Branch Manager – Major Lines

- Responsible for underwriting, marketing and administration for accounts generating in excess of \$250,000 in primary casualty premium.
- Underwriting authority to \$500,000 premium level with defined limitations.
- Managed two underwriters and one underwriting assistant.
- Provided countrywide instruction on retrospectively rated accounts, including derivation of "basic."



*CNA Insurance  
Chicago, Illinois*

*February, 1974 / November, 1977*

**Manager – Underwriting Services**

- Responsible for activity in two of the four regions for National Accounts.
- Supervised staff of four who rated primary lines, issued primary casualty policies, endorsements, filings, postings and completed countersignatures.

*CNA Insurance  
Chicago, Illinois*

*May, 1969 / February, 1974*

**Contract Writer**

- Responsibilities included development of group accident and health booklet-certificates and policies, issuance of policy endorsements, and preparation of specimen policies with proposals.

**Educational Qualifications**

Graduated from the University of Iowa, Iowa City, Iowa, In 1969 with Bachelor of Arts in Economics.

**Professional & Civic Involvement**

- Society of Chartered Property Casualty Underwriters (CPCU) – member, 1990 / present
- Associate in Risk Management (ARM) – 1986
- Fellow Life Management Institute (FLMI) – 1973
- Co-Director of Membership for Prospect High School Boosters Club, Mount Prospect, IL – 1995 / 1998

**LORRAINE K. PLANDER**

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**Employment Chronology**

*Altair Associates Inc.  
Minneapolis Minnesota*

*April, 2015 / Present*

**Senior Underwriting Analyst**

- Senior Underwriting Analyst for an insurance and reinsurance service firm

*Country Financial Central Region Office  
Formerly Mutual Services Insurance  
St Paul, Minnesota*

*June, 1999 / June, 2013*

**Manager Central Region Commercial Underwriting Department**  
**Director of Personal / Commercial Underwriting**

*2006 / 2013*  
*1999 / 2006*

- Responsible for profitably growing the regional office and providing customer service.
- Managed all aspects of the underwriting for all lines of business for both commercial and personal lines (ISO & NCCI products) in six states.
- Established marketing efforts, managing reports and coordinated internal and external resources.
- Chaired and implemented consistent underwriting guidelines.
- Assisted in coordinating the implementation of new procedures.
- Developed several reports for the Underwriting Department to show measures of success.

*Tri-State Insurance Company of MN  
Luverne, Minnesota*

*March, 1984 / May, 1999*

**Vice President – Branch Manager**  
**Vice President, Commercial Lines**  
**Senior Underwriter, Commercial Lines**

*1998 / 1999*  
*1993 / 1998*  
*1984 / 1993*

- Managed the administrative duties of the Branch Office.
- Set up procedures for company planning process and wrote the implementation plan.
- Established direct management of the underwriting and loss control departments with responsibilities aimed at profit, growth and service.
- Participated in travel and marketing efforts on all product lines to key agents
- Organized training schedules for the department

*Cornhusker Casualty Company  
Omaha, Nebraska*

*June, 1982 / May, 1984*

Farmowners / Commercial Lines Underwriter

- Responsible for an underwriting territory in Nebraska.
- Established a growth goal concept.

*Great Central Insurance Company  
Omaha, Nebraska*

*April, 1980 / June, 1982*

Assistant Commercial Lines Underwriter

- Responsible for an underwriting territory.

*Cornhusker Casualty Company  
Omaha, Nebraska*

*September, 1978 / April, 1980*

Assistant Commercial Lines Underwriter

- Responsible for an underwriting territory.

*State Surety Company  
Des Moines, Iowa*

*February, 1973 / May, 1974*

Assistant Bond Underwriter

- Responsible for an underwriting territory.

*Hawkeye Security Insurance Company  
Des Moines, Iowa*

*February, 1968 / February, 1973*

Assistant Bond Underwriter

- Responsible for an underwriting territory.

**Education Qualifications**

Graduated from Buena Vista University, Storm Lake, Iowa with a BA Degree in Business Administration.

Certificate of Insurance from the Insurance Institute of America

Chartered Property Casualty Underwriter (CPCU)

**Professional Involvement**

- Former member MN CPCU Chapter, NAMIC and NAIW

## **LAWRENCE P. LOCHNER**

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### **Professional Profile**

Insurance and reinsurance professional with thirty-nine years of varied property and casualty underwriting experience as noted in the chronology below.

### **Employment Chronology**

*Altair Associates, Inc.*  
*Minneapolis, Minnesota*

*July, 2010 / Present*

#### **Senior Underwriting Analyst**

- Senior Underwriting Analyst for an insurance and reinsurance services firm.
- Performed property and casualty underwriting and operational audits of insurance companies, managing general agents and coverholders located in North America.
- Participated in dispute underwriting analysis of business and losses ceded under reinsurance contracts.

*Arch Insurance Company*  
*Stamford, Connecticut*

*February, 2005 / June, 2010*

#### **Vice President and Program Manager**

- Managed all aspects of eight different MGA multi-line E&S programs including establishing underwriting parameters, handling all referrals, auditing, management reporting, etc, and coordinated internal corporate resources (claims, accounting, systems, legal and compliance) as needed.

*Alea North America Company*  
*Wilton, Connecticut*

*February, 1998 / November, 2004*

#### **Senior Vice President and Property Treaty Manager**

- Produced and underwrote a historically profitable portfolio of Specialty Property/Multi-Line treaty reinsurance business, mainly pro rata but also per risk XOL and catastrophe business, covering companies specializing in MGA business, Excess and Surplus lines and specialty property lines of business.
- Managed the U.S. Property Treaty team, consisting of one Vice President and one Assistant Vice President, including the planning, organizing and controlling of the team's activities and the recruiting of staff.

- Oversaw the team's production, underwriting and assumption of profitable business while adhering to my underwriting authority and Alea's underwriting and pricing guidelines.
- Maintained and improved business relationships with brokers while educating them about and cross selling them Alea's products and capabilities.
- Held primary responsibility for the oversight of Alea's Toronto, Canada branch underwriting operations for facultative and multi-line treaty and reporting on same to the CEO.
- Controlled Alea's US and Canadian property aggregates within Group guidelines and provided data on the portfolio to the Group Retro Coordinator in the UK.
- Managed the department's interactions with all other internal departments: claims, accounting, actuarial, human resources and systems.
- Audited annually all large premium property pro rata and per risk XOL accounts.

*TIG RE*  
*Stamford, Connecticut*

*October, 1997 / February, 1998*

Vice President, Property Treaty Underwriting

- Underwrote the 1/1/98 treaty book reporting to SVP, Treaty and three months later left with him to form Kemper Re East in Stamford which evolved into Equus Re, then Rhine Re and finally Alea North America.

*Chartwell / NWNL Re*  
*Stamford, Connecticut / Minneapolis, Minnesota*

*March, 1981 / October, 1997*

Vice President, Treaty Underwriting

*May, 1986 / October, 1997*

- Underwrote and was responsible for a multi-line treaty portfolio composed of domestic and international cedants. From 1990 forward, was responsible for property underwriting of national companies, MGAs and E&S companies.

Vice President, Treaty Marketing

*February, 1985 / May, 1986*

- Marketed the company directly to a select group of regional ceding companies, managed the advertising and public relations activity and was responsible for terminating and re-qualifying the company's treaty and facultative brokers.

Assistant VP, Property Facultative Manager

*March, 1981 / February, 1985*

- In '84 was one of two multi-line direct facultative managers responsible for two underwriters and nationwide production for the team at this start-up reinsurance company.

*General Reinsurance Company  
Chicago, Illinois / Hartford, Connecticut*

*February, 1977 / March, 1981*

Assistant Secretary, Property Facultative

- Produced, underwrote and priced a direct portfolio of business from companies ranging from small rural mutuals to the major stocks, mutuals and FM companies. Two years in each branch office.

*Royal Globe Insurance Company  
Chicago, Illinois*

*July, 1974 / February, 1977*

Commercial Package Underwriter

- Produced and underwrote commercial package business from major Chicago brokers and held responsibility for Commercial Mass Merchandising accounts including FTD Florists and Sheet Metal Association of America.
- In 1974, underwrote personal lines business from a multi-state group of agents.

**Educational Qualifications**

Graduated from Loras College, Dubuque, Iowa, in 1969 with Bachelor of Science Degree (Psychology Major / Chemistry Minor)

**Military Service**

1969 – 1973 USAF – Sergeant (E-4) (Secret Clearance) Served in Korea, Germany and UK

**Professional & Civic Involvement**

- Thunder Hills Country Club Board of Directors 2011-2013
- THCC HOA-Financial Auditor
- Former Member of PCI (NAII); NAMIC; MAMIC, AAMGA & NAPSLO
- Former Firefighter

## **C. ROBERT CARLQUIST**

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### **Employment Chronology**

*Altair Associates, Inc.  
Minneapolis, Minnesota*

*September, 2008 / Present*

#### **Senior Claim Analyst**

- Senior Claim Analyst for an insurance and reinsurance services firm.
- Performs general liability, property, automobile, workers' compensation and professional liability claim audits in North American for reinsurance and insurance clients.
- Managed client internal and external claim reserve studies.
- Analyzed claim status and values for commutation considerations.
- Determined the appropriateness of third party administrative relationships.

*Montana State Fund  
Helena, Montana*

*May, 2003 / August, 2008*

#### **Senior Quality Assurance Specialist – Insurance Operations Support**

- Audit workers' compensation claim files assigned to examiners for compliance with the statute, case law, company policies and procedures and best claim practices.
- Counsel and train claim examiners, claim specialists and others on resolving unique claim issues and large losses.
- Reinsurance claims liaison.
- Manage the Vocational Rehabilitation Services Contract and the contracted vendors.

*Eagle Pacific Insurance Company  
Houston, Texas*

*April, 2000 / March, 2003*

#### **Gulf Coast Regional Claim Manager**

- Manage the delivery of workers' compensation claim services in Alabama, Louisiana, Mississippi and Texas.

*Wausau Insurance Company*

*June, 1966 / March, 2000*

Regional Claim Manager (Houston, Texas)

*February, 1993 / March, 2000*

- Manage the delivery of multi peril and worker' compensation claim services in Alabama, Louisiana, Mississippi and the Texas Gulf Coast.
- Manage local claim supervisors, examiners, field adjusters, hearing representatives and nurse case managers in four offices located in: Austin, Texas; Houston, Texas; Metairie, Louisiana; and San Antonio, Texas.
- Manage medical bill review unit covering thirteen states from San Antonio, Texas.

Workers' Compensation Claim Manager (Minneapolis, Minnesota)

*Jan., 1980 / Feb., 1993*

- Manage the delivery of workers' compensation Claim Services in Minnesota & South Dakota.

Unit Manager (San Francisco, California)

*December, 1977 / January, 1980*

- Manage the delivery of workers' compensation claim services in Northern California and Hawaii.

Home Office Claim Supervisor (Wausau, Wisconsin)

*March, 1973 / December, 1977*

- Audit claim handling in regional offices, advise regional staff on large / unique claims, train claim supervisors and adjusters, insurance industry research and product development.

Regional Claim Supervisor (Southfield, Michigan)

*June, 1970 / March, 1973*

- Manage assignment and resolution of workers' compensation claims for designated accounts with Michigan exposure.

Resident Claim Adjuster (Jackson, Michigan)

*February, 1969 / June, 1970*

- Face-to-face investigation and resolution of multi peril claims as assigned.

Field Claim Adjuster (Detroit, Michigan)

*June, 1966 / February, 1967*

- Face-to-face investigation & resolution of multi-peril claims as assigned.

*U.S. Army  
Denver, Colorado*

*February, 1967 / February, 1969*

Medical Corpsman



### **Educational Qualifications**

Graduated from Northland College, Ashland, Wisconsin, in 1966 with Bachelor of Science in Business Administration

Graduated from University of Wisconsin, Oshkosh, Wisconsin, in 1978 with Master of Business Administration

### **Professional & Civic Involvement**

- Past Co-Chair of the Claim Subcommittee, Workers' Compensation Reinsurance Association, St. Paul, Minnesota.
- Various outside courses and seminars sponsored by the Alliance, IIA, Claims Law and others.
- Various company-sponsored courses and seminars.

## **BRUCE P. CANDLIN**

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### **Professional Profile**

Bruce is a licensed attorney admitted in Minnesota State and Federal Courts since 1975. He tried over 100 cases to conclusion in Federal, State and administrative bodies including workers' compensation. Bruce is also an Adjunct Professor at William Mitchell College of Law in St. Paul, Minnesota, where he has been employed part time since 1987. He teaches trial skills and appellate advocacy.

Bruce was the managing attorney for Candlin, Faulkner and Sjostrom in Minneapolis from 1977 to 1985 practicing in civil litigation and workers' compensation. In 1985, he became a staff attorney for the St. Paul Companies. In 1987, he became the manager of the St. Paul Companies Minnesota staff attorney office. The office defended thousands of civil and workers' compensation throughout Minnesota. In 2010 after the merger of the St. Paul Companies and Travelers Insurance Company, he became the practice group leader of the Minnesota civil litigation staff attorney office until he retired in 2012.

Bruce has held elected leadership positions in the Minnesota State Bar Association including president of its civil litigation section. He is also a board member of the Minnesota State Bar Foundation who provides grants to various nonprofit organizations providing free legal services to those in need.

### **Employment Chronology**

*Altair Associates, Inc.*  
*Minneapolis, Minnesota*

*December, 2014 / Present*

#### **Senior Claim Analyst**

- Senior Claim Analyst for an insurance and reinsurance services firm.

*William Mitchell College of Law*  
*St. Paul, Minnesota*

*September, 1997 / Present*

#### **Adjunct Professor of Law**

- Teaching all aspects of civil litigation including interviewing clients, preparing and taking depositions, preparing and conducting opening and closing argument as well as direct and cross examination.
- Coach of mock trial team.

*St. Paul Companies / Travelers Insurance Companies  
St. Paul, Minnesota*

*July, 1985 / December, 2013*

Practice Group Leader

*2011 / 2013*

- Managed all civil cases in Minnesota staff attorney office.
- Defended high exposure cases through jury verdict and appeal.
- Represented Travelers in subrogation litigation including jury trial against at fault parties.

Managing Counsel

*1987 / 2011*

- Managed Minnesota staff attorney office.
- Office defended thousands of lawsuits in all matters the Company wrote insurance including workers' compensation matters.
- Continued to defend high exposure cases including medical malpractice cases.

Staff Attorney

*1985 / 1987*

- Tried and defended cases representing St. Paul Companies and or their Insured throughout Minnesota. Cases involved all aspects of litigation including pre trial discovery, depositions, jury trials in Minnesota and appeals in state and Federal Court. Cases involved defending insureds and Company in any matter the Company wrote insurance including automobile, product and premise liability, defamation, error and omissions, professional liability and workers' compensation.

*Rodgers, Rude, Candlin, Faulkner & Sjostrom  
Minneapolis, Minnesota*

*January, 1976 / June, 1985*

Managing Partner

- Litigated and tried criminal and civil cases and workers' compensation in all State administrative and Federal Courts in Minnesota.
- Managed the firm for most of this time.

*John A. Kintzele  
Attorney at Law  
Denver, Colorado*

*January, 1972 / June, 1975*

Law Clerk

- Investigator and motion and brief writer in criminal and civil litigation.

*University of Denver Law School  
Denver, Colorado*

*January, 1972 / January, 1974*

Juvenile Court Intern

- Representing numerous juveniles in all aspects of defense including jury trials as allowed in Colorado.

*Cretin High School  
St. Paul, Minnesota*

*September, 1970 / June, 1971*

Teacher

**Educational Qualifications**

University of Denver Law School, J.D. 1974

University of St. Thomas, B.A. 1971

**Professional Achievements**

- Certified by the Minnesota Bar Association as a civil trial specialist 1995 thru 2013
- Av rated by Martindale-Hubbell, highest rating for competence and ethics
- Elected member of the American Board of Trial Advocates
- Past President of the Minnesota Bar Association Civil Litigation Section
- Board of Director of the Minnesota Bar Foundation

**Court Admissions**

- U.S. Supreme Court
- U.S. District Court of Minnesota
- Minnesota Supreme Court
- American Arbitration Association No Fault Arbitrator

**Volunteer Activities**

- Reed Sweat Tennis Center for children, ages three to seven
- Red Cross blood donor for thirty years
- Mock Trial Judge for local Twin City high schools and law schools

## DAVID OVADIA

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### **Professional Profile**

Seasoned and highly analytical insurance professional with over forty years of experience in the U.S. and international insurance industry, which included assignments in the U.S., Europe and Latin America.

### **Employment Chronology**

*Altair Associates, Inc.*  
*Minneapolis, Minnesota*

*May, 2011 / Present*

#### **Senior Analyst**

- Performed casualty and property reinsurance and insurance claim audits in North and South America, involving property, general liability, automobile, professional liability and other lines of business.
- Performed underwriting, claims, and operational audits of Lloyd's coverholders in Quebec, Canada, which required proficiency in the French language.
- Assisted in the determination of the accuracy of claims ceded to reinsurers as part of a dispute resolution.
- Analyzed claim status and values for commutation considerations.
- Managed client internal and external claim reserve studies.

*Travelers Insurance Company*  
*St. Paul, Minnesota*

*September, 1997 / December, 2008*

#### **Global Accounts Claims Director**

- Led Global Claims Department that delivered highest quality of international claims service to commercial accounts in all four corners of world.
- Maintained oversight of Claim Managers in ten countries throughout world, ensuring high standards of claim service delivery to customers.
- Conducted technical and operational claim audits and identified improvement opportunities that resulted in increased claim-handling efficiencies and reduced average claim resolution from eighteen to ten months.
- Supervised and handled directly large-exposure liability and property claims in global operations, achieving cost-effective resolution of claims, while reducing litigation costs by 25% in the last three years.
- Implemented litigation management strategies that reduced legal costs by 20% in defending medical malpractice claims in France and Ireland.

- Worked closely with non-owned international partner network (International Network of Insurers) and ensured uniform delivery of world-class claims service for customers in countries with no local presence.
- Maintained close relationship with internal business partners, such as underwriting, actuarial and risk control, by keeping them closely advised of large - exposure claims and claim trends, which resulted in more accurate pricing of international insurance business.
- Participated as key team member in marketing presentations for large commercial accounts with international exposures, including Starbucks, Federal Mogul, and Pricemart, resulting in 87% retention and production of new accounts.

*CIGNA Insurance Company  
Paris, France and Coral Springs, Florida*

*August, 1993 / August, 1997*

International Casualty Loss Director

- Led Casualty operations in Europe, Canada and Latin America.
- Introduced and trained staff in various countries in claim handling practices that reduced claim expenses, achieving an annual reduction in claim-handling costs of 20% during last three years without detriment to loss ratios or customer service.
- Attained savings in cost handling, while minimizing loss payouts, through direct handling or supervision of most complex and high-exposure international casualty claims.

*CIGNA Insurance Company  
Coral Springs, Florida*

*February, 1990 / July, 1993*

Liability Casualty Claim Executive

- Directly handled most complex and high-exposure casualty claims in Florida, as well as mentored less-experienced claim handlers.

*CIGNA Insurance Company  
San Juan, Puerto Rico*

*September, 1987 / January, 1990*

Caribbean Claims Director

- Managed entire Caribbean claims operations with offices in many Caribbean countries. Successfully coordinated and led catastrophe claim operations after Hurricane Hugo.

*CIGNA Insurance Company  
Coral Gables, Florida*

*July, 1984 / August, 1987*

Regional Claims Supervisor Latin America

- Maintained claims technical and operational supervision throughout region.

*CIGNA Insurance Company  
Brussels, Belgium*

*December, 1981 / June, 1984*

Regional Casualty Claims Manager

- Directly handled and supervised large-exposure casualty claims throughout Europe.

*CIGNA Insurance Company  
Los Angeles, California*

*May, 1979 / November, 1981*

Excess & Surplus Lines Claims Supervisor

- Directly handled large-exposure excess and surplus lines claims.

**Educational Qualifications**

Graduated from California State University, Los Angeles, CA with Bachelor of Arts in Economics

Graduated from California State University, Los Angeles, CA with Bachelor of Arts in International Studies

**Professional & Civic Involvement**

- Southern California Claim Adjusters Association
- Puerto Rico Claim Managers Association
- South Florida Claims Association
- Travelers Insurance Habitat For Humanity Volunteer and Recruitment Coordinator
- Feed My Starving Children Volunteer

**Foreign Languages**

Spanish, French and Portuguese

**JAMES RUNKEL, CPCU**

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**Employment Chronology**

*Altair Associates, Inc.  
Minneapolis, Minnesota*

*November, 2013 / Present*

**Senior Claim Analyst**

- Senior Claim Analyst for an insurance and reinsurance services firm.

*Travelers Insurance Company  
St. Paul, Minnesota*

*June, 2010 / November, 2013*

**Second Vice President – Complex Claim Specialist**

- Directly handled coverage-driven, complex claims, typically Coverage B exceeding exposure of \$2 million under commercial general liability, umbrella, errors & omissions and excess insurance policies; working without supervision in determining coverage, value and settlement within authority of \$1 million.
- Served as Claim Practice Leader for financial institutions property and casualty underwriting involving all lines of insurance while interacting with all claim structures within Travelers. Assisted in trend analysis, creation of policy language and mentoring of claim personnel.
- Claim Liaison (all lines) for global technology underwriting in evaluating major claims of \$500,000 or greater against the global technology book of business. Assisted in trend analysis, creation of policy language and mentoring of claim personnel.

*St. Paul Travelers Insurance Company  
St. Paul, Minnesota*

*April, 2004 / June, 2010*

**Major Case Specialist**

- Job duties identical to the above.



*St. Paul Insurance Company  
St. Paul, Minnesota*

*March, 1988 / April, 2004*

Corporate Claim Manager – Technology / Intellectual Property

*August 1998 / April 2004*

- Directly handled significant technology errors and omissions and significant intellectual property claims submitted against commercial general liability, umbrella policies and excess lines of coverage written by all underwriting groups of the St. Paul Fire and Marine Insurance Company. Supervise five Field Technical Specialists, including performance evaluations. Developed corporate coverage positions concerning intellectual property claims and coordinate coverage litigation with outside coverage counsel.

Corporate Claim Manager – Asbestos and Environmental

*March, 1988 / August, 1998*

- Direct handle significant asbestos and environmental claims with typical exposure in excess of \$5 million involving presentations to senior officer group of the St. Paul Fire and Marine. Supervise three field environmental claim offices including the largest in both California and New Jersey.

*St. Paul Surplus Lines Insurance Company  
St. Paul, Minnesota*

*January, 1987 / March, 1988*

Property and Liability Claim Supervisor

*Security Insurance Company of Hartford  
Minneapolis, Minnesota*

*November, 1983 / January, 1987*

Branch Manager

- Hired as Branch Claim Manager and promoted to Branch Manager of the Minneapolis office. In charge of all claim operations then took over office in charge of all functions of P&C carrier.

*GAB  
Mankato, Minnesota*

*January, 1974 / November, 1983*

Branch Office Manager

- Started claim career as multi-line independent adjuster with GAB. Promoted to Mankato, Minnesota Branch Office Manager in 1977 with management of two additional offices in 1980.

### **Educational Qualifications**

CPCU

Diploma Claims Law

Associate In Claims

### **Achievements**

- Chairman's Award Winner St. Paul Fire and Marine
- Runner-Up Chairman's Award Winner St. Paul Fire and Marine
- Guest Speaker IRMI – Application of Absolute Pollution Exclusion in construction risk setting

**JOHN PALMER, CPCU**

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Website: [www.Altair-USA.net](http://www.Altair-USA.net)

**Employment Chronology**

*Altair Associates, Inc.  
Minneapolis, Minnesota*

*December, 2014 / Present*

**Senior Claim Analyst**

- Senior Claim Analyst for an insurance and reinsurance services firm.

*Travelers Insurance Companies  
St. Paul, Minnesota*

*May, 2003 / October, 2014*

**Director, Major Case Liability**

- Responsible for handling large exposure commercial automobile claims, primarily long haul trucking and public automobile.
- Worked closely with Underwriting and Legal Departments, brokers and general agents.

*MSI Insurance Companies  
St. Paul, Minnesota*

*August, 1978 / October, 2002*

**Commercial Claim Manager**

- Managed Commercial Claim Department that handled general liability, commercial automobile and commercial property claims.

**Casualty Claim Manager**

- Managed Casualty Claim Department that handled commercial automobile, personal automobile, general liability, homeowners' liability and No-Fault claims.

**Commercial Claim Supervisor**

- Supervised a Commercial Claim Unit that handled general liability, commercial automobile, and commercial property claims.

**Commercial Claim Specialist**

- Investigated liability, coverage and damages on general liability commercial automobile, and commercial property claims.

### **Educational Qualifications**

Completed the ten part Chartered Property Casualty Underwriter (CPCU) designation in 1991.

Completed the Associate in Management (AIM) designation in 1989.

Juris Doctor (JD) from William Mitchell College of Law, St. Paul, Minnesota in 1979.

Attended University of Minnesota Graduate School, Minneapolis, Minnesota 1974 to 1975.

## LINDA FIORENZI

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Website: [www.Altair-USA.net](http://www.Altair-USA.net)

### **Professional Profile**

Claim professional with thirty-two years of experience in the insurance industry. Experienced in all lines of claims, with emphasis on automobile, property, general liability and professional liability matters.

### **Employment Chronology**

*Altair Associates, Inc.*  
*Minneapolis, Minnesota*

*October, 2007 / Present*

#### **Senior Claim Analyst**

- Senior Claim Analyst for an insurance and reinsurance services firm.
- Performs general liability, property, automobile, workers' compensation and professional liability claim audits in North American for reinsurance and coverholder clients.
- Managed client internal and external claim reserve studies.
- Analyzed claim status and values for commutation considerations.
- Determined the appropriateness of third party administrative relationships.

*St. Paul Travelers*  
*St. Paul, Minnesota*

*April, 2004 / October, 2007*

#### **Director, Liability Major Case**

- Responsible for resolution of high exposure medical malpractice claims.
- Received reassignment of files from Kentucky, West Virginia, Nebraska, Iowa, Montana, South Dakota, North Dakota, Minnesota, Michigan, Texas, Louisiana, Missouri and Illinois for claims handling through resolution. (caseload of approximately 110 files with reserve total of \$38 million).
- Responsible for NPDB, Medicare and HIPPA processes, requirements, a resource for field offices and personnel and work with Compliance Department on each of these issues. Manage NPDB audits when required.
- Account Manager for large self insured retention hospital accounts and complete yearly audits of same.
- Supervise all nursing home cases in the country (approx 100 cases).

*St. Paul Fire and Marine  
St. Paul, Minnesota*

*January, 2000 / April, 2004*

Corporate Claim Manager

- Oversight of claims with exposure in excess of \$1 million.
- Worked with Regional Assistant Vice President in each region in developing areas of improvement and compliance with company requirements.

*St. Paul Fire and Marine  
St. Paul, Minnesota*

*February, 1998 / January, 2000*

Claim File Analyst

- Quantify the amount of potential economic loss when failures to comply with best practices is found.
- Provide education to the field staff when requested in claim handling procedures, keeping Best Practices in mind.

*St. Paul Fire and Marine  
Portland, Maine*

*October, 1992 / February, 1998*

Unit Claim Manager

- Supervise approximately 1,000 plus claim files with total reserves of approximately \$50 million and include high exposure medical malpractice cases, general liability, other professional liability, E&O, D&O, property and automobile. Responsibility for Maine, New Hampshire, Vermont, Rhode Island and Eastern Massachusetts.

*St. Paul Fire and Marine  
Ft. Lauderdale, Florida*

*December, 1988 / October, 1992*

Claim Supervisor

- Supervised liability unit of four claim representatives (approx. 900 files). Claims included medical malpractice, general and premises liability, auto, other professional liability, E&O and D&O.

*St. Paul Fire and Marine  
Ft. Lauderdale, Florida*

*January, 1988 / December, 1988*

Senior Claim Representative

- Investigated, evaluated and negotiated the resolution of high exposure liability cases with a major emphasis on medical malpractice.

*St. Paul Fire and Marine  
Ft. Lauderdale, Florida*

*May, 1984 / January, 1988*

**Claim Representative**

- All lines claim handling, extensive in medical malpractice.
- Claim Service Technician (Inside Adjuster) 1982 – 1984
- Claim Clerk 1980 – 1982
- Medical Technician 1969 – 1977

**Educational Qualifications**

Graduated from Broward Community College, Ft. Lauderdale, Florida in 1981 with an Associate Degree in Criminal Justice

**Professional & Civic Involvement**

- CCLA 1988
- CPLA 1989
- SCLA 1991
- Claim Basic Training
- Litigation Management
- Multiple other seminars, projects
- Cerebral Palsy Seminars
- Heart Attack / Cancer Seminar
- General Medical Malpractice Seminar
- WC / Liability Seminar
- Negotiation Seminars

**MICHAEL J. DAVIES**

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**Professional Profile**

A dedicated insurance claim professional with forty years experience in handling a diverse range of personal, commercial and professional liability insurance claims. Has practical experience working in various leadership positions, developing claim best practices and claim operational problem solving.

**Employment Chronology**

*Altair Associates, Inc.  
Minneapolis, Minnesota*

*January, 2011 / Present*

**Senior Claim Analyst**

- Senior Claim Analyst for an insurance and reinsurance services firm.
- Performs general liability, property, automobile, workers' compensation and professional liability claim audits in North American for reinsurance and insurance clients.
- Managed client internal and external claim reserve studies.

*Travelers Excess Casualty  
St. Paul, Minnesota*

*May, 2007 / December, 2010*

**Managing Director**

- Responsible for directly handling claims and managing a claim team dedicated to handling unsupported umbrella and excess claims. The claim mix included automobile, general liability, dram shop and construction claims with exposures in excess of \$1 million.

*St. Paul Travelers Insurance Company  
St. Paul, Minnesota*

*December, 2000 / May, 2007*

**Unit Claim Manager**

- Managed a staff handling medical professional claims covering a twelve state area, controlling over \$20 million in loss reserves.
- Designated as the international claims technical consultant for all catastrophic birth injury cases in the United Kingdom and Ireland offices.



- Member of the catastrophic injury file review team with the responsibility for recommending claim handling strategies for the evaluation and disposition of all high exposure cases in the US.

*PHICO Insurance Group  
Minneapolis, Minnesota*

*January, 2000 / November, 2000*

*Branch Manager*

- Managing the Underwriting, Risk & Safety and Claim Departments in the Minneapolis Branch Office to attain superior customer service and profitability. Also responsible for marketing efforts over an eight state territory.

*The St. Paul Companies, Inc.  
St. Paul, Minnesota*

*September, 1975 / November, 1999*

*Regional Claim Manager – Medical Professional Claims*

- Responsible for field claim operations over a six-state area in the Upper Midwest. Managed a staff of twenty-four, including both office and virtual workers. Controlled over \$100 million in loss reserves and a litigation budget of \$8 million. Settlement authority of \$1 million.
- Implemented litigation cost reduction strategies that resulted in an annual average cost reduction of 3%.
- Designated as the leader of the Center of Expertise for the handling of managed care claims.
- Received award for the best regional office of the quarter.

*Corporate Claim Manager – Liability*

- Directed claim handling strategies for the investigation, evaluation and disposition of high exposure/complex general liability and medical malpractice claims for multiple regional offices. Conducted field office audits to evaluate best practices compliance and quality of customer service.
- Directed a national general liability closed file analysis, which led to the implementation of a wide range of claim best practices resulting in reduced total claim costs.

*Corporate Claim Manager – Workers' Compensation*

- Provided direction and assistance in developing claim handling strategies for the investigation, evaluation and disposition of high exposure workers' compensation cases in various regional offices.
- Developed and facilitated claim handling training modules for the investigation and evaluation of workers' compensation claims.
- Designed, developed and implemented an Automated Check Issuance System for the entire Claim Division.

**Service Center Claim Supervisor – Workers' Compensation**

- Directed the Worker Compensation unit in the Washington D.C. Service Center, supervising fifteen people in three offices covering a three-state territory (Virginia, Maryland, D.C.).

**Satellite Office Claim Manager**

- Managed the efforts of a multi-line claim unit located in Roanoke, Virginia with a staff of seven people.
- Direct handled multi-line caseload mainly consisting of professional liability claims. Responsible for covering Southwestern Virginia.

**Claim Representative**

- Multi-line claim handler in the Richmond, Virginia satellite office.

**Educational Qualifications**

Graduated from University of Tampa, Florida, with a Bachelor of Science Degree in Economics.

Claim Law Associate Degree in Workers' Compensation

CPCU

**PAUL BROUSSEAU**

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**Employment Chronology**

*Altair Associates, Inc.*  
*Minneapolis, Minnesota*

*August, 2016 / Present*

**Senior Claim Analyst**

- Senior Claim Analyst for an insurance and reinsurance services firm.

*Argo Group US*  
*San Antonio, Texas*

*June, 2015 / July, 2016*

**Claims Manager**

- Manage multiple TPAs for Program Business Partners to ensure compliance with Claim Services Agreements.
- Claims liaison to Alteris marketing, underwriting, risk control and actuarial staff.
- Implemented automated quality audit process for TPA audits on behalf of Program Carriers.

*Alteris Insurance Services*  
*San Antonio, Texas*

*June, 2014 / June, 2015*

**Claims Consultant**

- Reviewed products and provided business input on claims processes, best practices and training requirements.
- Led project team development of automated quality audit process.
- Developed automated training program for new claims software platform.

*Resolution-Specialists, LLC*  
*Minneapolis, Minnesota*

*January, 2014 / June, 2014*

**Principal**

- Specialty Consulting Company offering claim resolution services to Property and Casualty Insurance Carriers.
- Pre-Litigation and Court Ordered Mediation.  
Trial Attendance and Post Mediation Reporting.  
Negotiations, critical analysis and assessment.

*Riverport Insurance (A Berkley Company)*  
*Minneapolis, Minnesota*

*December, 2012 / October, 2013*

Claim Examiner, Corporate Headquarters

- Direct adjusters and manage litigation strategy, including expense.
- Oversight, with some direct handling, of high exposure specialty liability losses.

*Sedgwick CMS*  
*Des Moines, Iowa*

*February, 2012 / September, 2012*

Liability Supervisor

- Supervise Claim Examiners, providing technical and jurisdictional direction and training.
- Monitor trends and recommend action for high exposure, litigated third party claims.

*St Paul Travelers Insurance Company*  
*St Paul, Minnesota*

*November, 1989 / November, 2011*

Managing Director, Claim (Northland, Subsidiary of Travelers)

*2009 / 2011*

- Manage performance of claim teams, resulting in track record of consistently exceeding organizational goals.
- Develop and mentor team members, enhancing career opportunities and retention of talent within the enterprise.
- Effectively manage communications and strong business relationships with internal and external partners.

Training Manager – Resolution (Travelers)

*2005 / 2009*

- Identified training needs for Claim Legal, Subrogation and Commercial Insurance business partners to advance corporate goals and initiatives.
- Developed, designed and delivered multiple technical training programs for Commercial Claim business partners.

TPA Claim Manager– TPA Corporate Management Group (Travelers)

*2004 / 2005*

- Audited independent TPA operations of large national accounts with significant self-insured retentions (SIR).
- Successfully managed TPA oversight claims, including public sector, general liability, auto, national programs and transportation claims.

Specialty Claim Unit Manager

*2002 / 2004*

- Managed and developed a group of eleven direct reports in multiple regional locations.
- Developed and implemented Fee Counsel review and audit process.

Claim File Analyst – Claim File Review / Quality Management (Travelers)

*2000 / 2002*

- Audit process included measuring claim handling quality along with associated economic opportunity for claim files.

Specialty Claim Unit Manager (St Paul Fire and Marine) 1995 / 2000

- Led team of employees for prompt and fair resolution of claims and management of total claim cost.
- Received Senior Claim Law Associate (SCLA) designation through the American Educational Institute, Inc.

Satellite Claim Manager (St Paul Fire and Marine) 1992 / 1995

- Managed a multi-line claim office and mentored team members.

Outside Multi Line Claim Representative (St Paul Fire and Marine) 1989 / 1992

*Beltz, Ruth and Newman, PA* June, 1983 / November, 1989  
*St Petersburg, Florida*

Legal Assistant Supervisor

- Managed a group of legal assistants responsible for investigation and disposition of non-litigated files.

*Liberty Mutual Insurance Co.* June, 1980 / June, 1983  
*Savannah, Georgia and Sarasota, Florida*

Resident Claim Adjuster

- Completed Liberty Mutual Training program.
- Handled large outside multi-line claim inventory for the states of Georgia and Florida.

**Education Qualifications**

BA Economics, University of Florida 1980

Senior Claim Law Associate (SCLA) - American Education institute 1997

## STEVEN RUZEK

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### **Employment Chronology**

*Altair Associates, Inc.*  
*Minneapolis, Minnesota*

*December, 2014 / Present*

#### **Senior Claim Analyst**

- Senior Claim Analyst for an insurance and reinsurance services firm.

*COUNTRY Financial*  
*Arden Hills, Minnesota*

*September, 1996 / May, 2012*

#### **Regional Director**

- Managed at times up to 100 people in eight states handling home, business and automobile losses.
- Provided audit support for Reinsured Programs Division, handling audits of non-standard automobile, property and small business claims.
- Responsible for Regional Quality Audits across the company, as well as Regulatory Compliance Audits for the region.
- Responsible for customer service management, meeting or exceeding goals each year.
- Responsible for reserve adequacy of claim files within the region.
- Management level claim responsibility for automobile liability, automobile physical damage, medical payments / PIP, umbrella / underinsured motorist and automobile property damage liability.
- Management level claim responsibility for personal lines homeowners, property structural losses, homeowner's liability, medical payments and umbrella losses.
- Management level claim responsibility for commercial claims, including business owners, automobile, general liability and property.

*MSI Insurance*  
*Arden Hills, Minnesota*

*May, 1975 / August, 1996*

#### **Claim Manager**

*February, 1987 / August, 1996*

- Managed at times up to forty people in four states handling bodily injury liability, property, automobile and small business losses.
- Responsible for quality audits, reserve adequacy and regulatory compliance.

Claim Specialist / Supervisor

*July, 1982 / February, 1987*

- Supervised four District Managers in three states, each in turn managing four to five adjusters, handling bodily injury liability, property, automobile and small business losses.
- Direct responsibility for Quality Assurance Audits, reserve adequacy, customer service results and regulatory compliance.
- Direct responsibility for training and development of assigned staff.

Claim Examiner

*July, 1979 / July, 1982*

- Provided direction and control of claims disposition for all claims received within local geographic area.
- Provided legal direction to individual file handlers utilizing local legal counsel.
- Provided expense management and direction to local staff.
- Assigned workloads to individual adjusters.

Claim Adjuster

*March, 1977 / July, 1979*

- Directly responsible to provide first line customer service to policyholders when a claim was made.
- Directly responsible to adjust and resolved assigned claims.
- Directly responsible to recommend reserve and settlement disposition.

*Aetna Casualty  
St. Louis, Minnesota*

*May, 1975 / March, 1977*

Claim Adjuster

- Investigated and settled workers' compensation claims for multiple states.
- Investigated and settled professional liability claims.

**Educational Qualifications**

St Cloud State University, B.S. Degree in Business

Associate in Management (AIM)

CPCU, 8 parts completed

Various industry and management courses and credentials

**Timothy J. McGuire, CPCU, SCLA, AIM**

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**Employment Chronology**

*Altair Associates, Inc.*  
*Minneapolis, Minnesota*

*November, 2016 / Present*

**Senior Claim Analyst**

- Senior Claim Analyst for an insurance and reinsurance services firm.

*CNA Insurance*  
*Tampa, Florida*

*March, 2006 / August, 2016*

**Director of Claim Quality Review**

*2007 / 2016*

- Worked with senior claim management to develop several iterations of claim quality review program. Coordinated quality reviews of specialty lines claims, assisted in development of action plans that drove improved behaviors and monitored for compliance. Assisted with automobile, property, workers' compensation, general liability and TPA audits.
- Worked in partnership to create and maintain a highly collaborative claim quality review program.
- Collaborated with Property Claims Vice President to develop and manage a Property Re-inspection Program.

**Claim Consultant**

*2006 / 2007*

- Audited and analyzed excess claim exposure on large self insured retention healthcare accounts to determine potential breach of underlying limits for individual claims and aggregate attachment points.

*Professional Casualty Association*  
*King of Prussia, Pennsylvania*

*January, 2003 / January, 2006*

**Director of Risk Management and Claims**

- Start-up Pennsylvania medical malpractice insurer.
- Collaborated with partners to develop Pennsylvania medical malpractice carrier.
- Increased premiums from \$1 million to \$22 million.



*Beacon Management*  
*King of Prussia, Pennsylvania*

*January, 2002 / January, 2003*

Vice President

- Provided claim consulting services, including claim audits.

*Reliance Insurance Company*

*November, 1998 / January, 2002*

Regional Claim Manager (King of Prussia, Pennsylvania)

*2001 / 2002*

- Directed automobile, general liability and workers' compensation staff in Pennsylvania.

Regional Claim Manager (Dallas, Texas)

*1998 / 2001*

- Directed automobile, general liability and workers' compensation in Texas, Louisiana, Oklahoma and Arkansas.
- Improved national ranking of office from thirteenth of fifteen to highest ranked office.

*Zurich North America*  
*Dallas, Texas*

*October, 1995 / October, 1998*

Regional Claim Manager (Dallas, Texas)

- Directed liability, property, and workers' compensation claim operations in Texas, Louisiana, Oklahoma, Mississippi and Arkansas.
- Improved from one of poorest performing offices to number one rated office nationwide.

*St. Paul Insurance*

*June, 1976 / September, 1995*

Regional Claim Manager (New Orleans, Louisiana)

*1988 / 1995*

- Directed staff of up to sixty-three employees in Louisiana and Mississippi handling property, automobile physical damage and liability, bond, workers' compensation, general liability and professional liability with an emphasis on medical malpractice.
- Directed staff counsel office.
- Won Chairman's Award in 1994.

Claim Manager (Tampa, Florida)

*1983 / 1988*

- Directed staff of approximately twenty-five Florida claim professionals who handled property, automobile physical damage and liability, bond, general liability and professional liability claims with a heavy concentration of medical malpractice.
- Developed and directed small staff counsel office.

Multi-line Claim Supervisor (Bloomington, Illinois)

*1980 / 1983*

- Supervised units handling property, automobile physical damage and liability, bond, workers' compensation, general liability and professional liability claims with a heavy concentration of medical malpractice.

Satellite Claim Manager (Bismarck, North Dakota)

1979 / 1980

- Managed small office handling property, automobile physical damage and liability, bond, general liability and professional liability claims with a heavy concentration of medical malpractice for western North Dakota.

Claim Representative (Nashville, Tennessee)

1976 / 1979

- Handled property, automobile physical damage and liability, bond, general liability and professional liability claims with a heavy concentration of medical malpractice, nursing home and dental claims for Nashville and Chattanooga territories.

**Education Qualifications**

BBA, Business Administration  
Washburn University, Topeka, Kansas

Chartered Property Casualty Underwriter

Senior Claim Law Associate

Associate in Management

## **JACK KERBESHIAN**

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### **Employment Chronology**

*Degree of Honor  
St. Paul, Minnesota*

*June 2015 / Present*

#### **Actuarial Director**

- Part of Leadership Team that collaborates in formulating the company's future direction and supporting tactical initiatives performing complex actuarial calculations.
- Develop performance measures that support the company's strategic direction.
- Prepare and present projection modeling results to Executive Team and Board of Directors.

*Prime Therapeutics  
Bloomington, Minnesota*

*June 2011 / February 2013*

#### **Financial Risk Manager**

- Successfully created the new Financial Risk Management department's risk assessment models, mitigation, tracking, analysis, communications and recommendations for Prime Therapeutics.
- Designed and implemented a new model that helped attain four new targeted employer groups; representing 40% of total targeted groups during the first twelve months.
- Improved company reputation by increasing the number of financial guarantees offered by 66%.
- Quantified forecasting accuracy resulting in a migration from corporate conservatism and over aggressiveness to a more balanced posture. This new positioning allowed Prime Therapeutics to capture larger and more profitable opportunities.
- Mastered the Actuarial Value Calculator and methodology positioning Prime Therapeutics on the path to full government compliance when the Affordable Care Act goes live in 2014.

Allianz Life  
Golden Valley, Minnesota

January 1999 / June 2011

Financial Reporting Manager / Business Unit Actuary / Reinsurance Pricing Actuary

- As Financial Reporting Manager, finished the full development of the department and increasing the staff by 100% as well as establishing the plan, procedures, models, analysis, reports, and deliverables.
- Modeled an onshore captive reinsurance solution generating \$150M in surplus relief. Won Achievement Award.
- Led a team that helped raise the ongoing Capital Investments to continue the growth in the Life and LTC Business units. Won Achievement Award.
- Developed a graphical financial dash board allowing senior management to quickly view, understand, and make financial decisions based on more accessible and timely sources of profit information.
- Created proposals that annually generated over \$30 billion of production (from forty proposals to the world's largest insurance companies) for Allianz Re which accounted for over 50% of the total corporate reinsurance.
- Priced the proposals to increase return on equity to 16% from the corporate average of less than 15%.
- Responsible for largest, most strategic, and complex corporate relationships. One reinsurance proposal generated in excess of \$6 billion in production. The proposal integrated twelve discrete insurance plans into a single proposal. Won Achievement Award.
- Added company value, which aided the sale of Allianz Re to Reinsurance Group of America.

William M. Mercer, Inc.  
Bloomington, Minnesota

January 1995 / December 1998

Actuarial Analyst / Senior Actuarial Analyst

- As a defined benefits actuarial analyst, performed the valuation results, created the required government forms, produced benefit calculations, communicated results to the consultants, and consulted with clients.
- #1 producing analyst based on annual billings.
- Became the "new hire analyst trainer" while maintaining #1 producing analyst status.
- Actuarial Departmental training coordinator for the new Retirement Valuation System.

## **Educational Qualifications**

### **Gustavus Adolphus College**

St. Peter, MN

B.A., Information Management

### **University of North Dakota**

Grand Forks, ND

Coursework in Mathematics in preparation for actuarial exams

### **May 2003, Attained Fellowship in the Society of Actuaries (FSA)**

Extensive professional training in the areas of management, department creation and planning, expense reporting, mortality studies, training, risk management, modeling, creating analytics, tracking performance, trend forecasting, financial reporting, SOX controls, cash flow testing, DAC unlocking, reinsurance, pricing, and consulting.