Planting seeds for the Future

IABA 17th ANNUAL MEETING
August 6 - 7, 2010 • NYC

International Association of Black Actuaries
Encouraging Excellence
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Special thanks to
Krista Reimer of Shackman Associates
for all your help with meeting planning and execution.
IT IS WITH GREAT PLEASURE that we welcome you to New York City and to the 17th Annual Meeting of the International Association of Black Actuaries.

Our theme this year is Planting Seeds for the Future. These two days are a great opportunity for us to equip the actuarial students and professionals coming up behind us with the knowledge and skills to be successful actuaries. This year, in addition to the large number of professional development sessions, we have prepared sessions highlighting the importance of mentoring. Don’t miss this opportunity to provide validation and inspiration to others.

As with our previous meetings, you can expect many opportunities to network and interact with colleagues and friends throughout the weekend. Our Networking Cruise will offer attendees an opportunity to experience the dazzling city sights and harbor lights of New York City. The city is sure to create an exceptional and memorable site for our 2010 Annual Meeting.

This meeting could not have happened without the help of many dedicated people and generous donations from our corporate and event sponsors. Thank you for all your support throughout the year and with this special event. A special thank you also goes out to all of the Annual Meeting planning committee members. With their help, we are confident that your experience will be absolutely unforgettable!

Monique Hacker, FSA, MAAA
IABA Vice President
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EXPENSE KEY

I = Young professionals (no designation)

II = Little to moderate experience

III = Moderate to advanced experience

PRACTICE AREA KEY

L = Life

H = Health

C = Casualty

N = Pension

E = Enterprise Risk Management

P = Professionalism

M = Management

A = All

SESSION TIME TITLE FIELD TIER

O1 7:30 - 8:30 Breakfast

O2 8:30 - 9:30 College Outreach Session

Y1 9:30 - 10:30 Term Product Development - the Simplest Life Product L I

Y2 9:30 - 10:30 Introduction to Property & Casualty C I

Y3 9:30 - 10:30 The ABCDs of Professionalism P I

General 10:30 - 11:30 Mentee Session

Networking 11:30 - 12:30 Career Networking Lunch

General 11:30 - 12:30 Mentor Session

General 1:00 - 1:20 Opening Session

Ia 1:30 - 3:00 Generalized risk management algorithm using replicated stratified sampling (RSS) techniques A III

Ib 1:30 - 3:00 LFG Hedge Program L III

Ic 1:30 - 3:00 ERM from the P&C Perspective C, E II

IIa 3:15 - 4:45 Performance Tips and Career Advice M II

IIb 3:15 - 4:45 Insurance Reform in the Caribbean A II/III

IIc 3:15 - 4:45 Final Regulations under the Pension Protection Act N II/III

Networking 6:00 - 10:30 Networking Reception Cruise

General 8:00 - 8:45 Breakfast

IIa 9:00 - 10:30 FASB/TASB Insurance Contracts Project A III

IIb 9:00 - 10:30 Health Care Reform Happened … Now What? H II

IIc 9:00 - 10:30 The ABCDs of Professionalism P II/III

IVA 10:45 - 12:00 What Do You Know About Consumer Directed Health Plans (CDHPs)? H II

IVb 10:45 - 12:00 Why sound Relationship strategy is key in gaining Market Share A II/III

IVc 10:45 - 12:00 Developing Effective Consulting and Client Relationship Management Skills M II/III

General 12:15 - 1:45 Lunch & Presentation

Business 2:00 - 3:30 Committee Reports & Elections

General 3:30 - 4:30 Volunteerism: Meet & Greet the Committee Leaders

Networking 6:00 - 7:00 Scholarship Reception

General 6:30 - 10:00 Awards Dinner

Continuing education credit hours for the 2010 International Black Actuaries Association (IABA) Annual Meeting have been determined as described in the American Academy of Actuaries’ standard: “Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States: Effective January 1, 2009.”
SESSION O
7:30 - 8:30  O1: BREAKFAST
Location: Metropolis | Sponsored by Nationwide

8:30 - 9:30  O2: COLLEGE OUTREACH
Location: Room 302/303

SESSION Y
9:30 - 10:30  Y1: TERM PRODUCT DEVELOPMENT - THE SIMPLEST LIFE PRODUCT
Location: Room 302/303 | Presenter: Anthony Ferraro
Term Insurance has been the fastest growing life insurance product. This presentation will discuss key product development considerations, including mortality, lapse, conversion, and post level premium assumptions.

9:30 - 10:30  Y2: INTRODUCTION TO PROPERTY & CASUALTY ACTUARIAL
Location: Room 304/305 | Presenter: Matthew Duke
This presentation will discuss some of the foundational concepts used by Actuaries in the Property & Casualty Insurance Industry and demonstrate how these concepts are used to help make business decisions.

9:30 - 10:30  Y3: THE ABCDs OF PROFESSIONALISM
Location: Room 311 | Presenter: Dr. Curtis Huntington
The U.S. actuarial organizations have adopted a uniform Code of Professional Conduct that is administered by the Actuarial Board for Counseling and Discipline. After exploring the Code, we will discuss several hypothetical cases and see if we can reach consensus on what might be done.

GENERAL SESSION
10:30 - 11:30  MENTEE SESSION
Location: Room 311

GENERAL SESSION
11:30 - 12:30  MENTOR SESSION
Location: Room 311

GENERAL SESSION
11:30 - 12:30  Career Networking Lunch - Must have RSVP
Location: Metropolis

GENERAL SESSION
1:00 - 1:20  OPENING SESSION
Location: Gallery 8 | Master of Ceremonies: John Robinson

SESSION I
1:30 - 3:00  Ia: GENERALIZED RISK MANAGEMENT ALGORITHM USING REPLICATED STRATIFIED SAMPLING (RSS) TECHNIQUES
Location: Room 302/303 | Presenter: Jay Vadiveloo
The RSS technique is a new technique using a statistical sampling approach to exponentially speed up the calculation process for changes in any risk measure with a pre-determined accuracy level. It has applications in all areas of actuarial science and financial modeling in general. While this technique is new for actuarial modeling, it also opens up a new area of research in Statistics since the RSS algorithm works with multiple samples and pools the sample distributions in order to estimate the population distribution. The RSS technique has been empirically tested and validated for several complex VACARVM sensitivity tests. Ongoing research is being undertaken at the UCconn Actuarial Center to develop the analytical justification on why the RSS technique works.

1:30 - 3:00  Ib: LINCOLN FINANCIAL GROUP'S HEDGE PROGRAM
Location: Room 304/305 | Presenter: Jeff Coutts
This presentation will provide an overview of Lincoln's variable annuity hedge program. It will include a discussion of challenges created by the current economic environment and new statutory accounting rules.

1:30 - 3:00  Ic: ENTERPRISE RISK MANAGEMENT FROM THE PROPERTY & CASUALTY PERSPECTIVE
Location: Room 311 | Presenter: Gary Ganci
This session will start with a broad overview of what ERM means for a P&C company. This includes different types of risk from different perspectives; identification, measurement, and mitigation strategies.
Since day one, May 10th, 1810, we’ve been helping customers successfully seize the opportunities ahead of them. Visit TheHartford.com to hear our customers’ stories and how The Hartford has helped them achieve their dreams.

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GENERAL SESSION
8:00 - 8:45 BREAKFAST
Location: Metropolis
Sponsored by

SESSION III
9:00 - 10:30 IIIa: FASB/IASB INSURANCE CONTRACTS PROJECT A III
Location: Room 302/303 | Presenter: Tara Hansen & Gareth Kennedy
This presentation will provide background on the technical accounting aspects of this project, where it stands in terms of a timeline as well as business implications for insurance professionals.

9:00 - 10:30 IIIb: HEALTH CARE REFORM HAPPENED… NOW WHAT? H II
Location: Room 304/305 | Presenter: Anne Crumlish
By now, you've probably absorbed the basics of the recently enacted health care reform legislation, but now it's time to sit down and grapple with what it really means for your organization and/or your customers. This program will take a more detailed look at specific issues health actuaries need to consider in the areas of short term compliance and long term financial impact.

9:00 - 10:30 IIIc: THE ABCD's OF PROFESSIONALISM P II/III
Location: Room 311 | Presenter: Dr. Curtis Huntington
The U.S. actuarial organizations have adopted a uniform Code of Professional Conduct that is administered by the Actuarial Board for Counseling and Discipline. After exploring the Code, we will discuss several hypothetical cases and see if we can reach consensus on what might be done.

REFRESHMENT BREAK
10:30 - 10:45
Sponsored by

SESSION IV
10:45 - 12:00 IVa: WHAT DO YOU KNOW ABOUT CONSUMER DIRECTED HEALTH PLANS (CDHPs)? H II
Location: Room 302/303 | Presenter: Kevin Rease
Questions answered by this presentation are 1) “What Is a CDHP?” 2) “How Does a CDHP work?” 3) “As a Consumer, What Do I Need to Know About CDHPs?” 4) “Are CDHPs here to stay?”

10:45 - 12:00 IVb: WHY SOUND RELATIONSHIP STRATEGY IS KEY IN GAINING MARKET SHARE A II/III
Location: Room 304/305 | Presenter: John King-Beckles
Agency Distribution is undergoing profound changes that are painful but necessary in order to gain market share, keep highly productive agents, and control ever rising expenses. What are the key drives to maintaining profitable sustainable, and productive distribution? Hear source insights that can be far reaching in this regard.

10:45 - 12:00 IVc: DEVELOPING EFFECTIVE CONSULTING AND CLIENT RELATIONSHIP MANAGEMENT SKILLS M II/III
Location: Room 311 | Presenter: Stewart Lawrence
Many “professional development” sessions focus on content, but without the proper consulting and client relationship management skills, the content cannot be delivered effectively to the targeted audience. This session focuses skills actuaries need to develop and maintain to become effective professionals.

GENERAL SESSION
12:15 - 1:45 LUNCH & PRESENTATION: AXA’s CUTTING EDGE TOOL ON RISK MANAGEMENT
Location: Gallery 8 | Presenter: Andrew Wallace-Barnett
Sponsored by

BREAK
1:45 - 2:00

BUSINESS SESSION
2:00 - 3:30 COMMITTEE REPORTS & ELECTIONS
Location: Gallery 8

VOLUNTEERISM SESSION
3:30 - 4:30 MEET AND GREET THE COMMITTEE LEADERS
Location: Gallery 8
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Ed Robinson, CSP.
Awards Banquet Keynote Speaker

Inspirational & Motivational Speaker • Ordained Minister & Pastor Community Leader • Medical Health Professional • Published Author

Ed Robinson CSP, is highly recognized internationally as an energetic keynote speaker, business growth coach, and author. A “recovering CPA” with an engaging personality, Ed converges a wealth of experience, proven leadership and high motivational efforts. His audiences leave with a renewed commitment to professionalism and success.

President and CEO of Robinson Performance Group with over 30 years experience in professional service organizations, Ed provides unique growth strategies and leadership consulting to those businesses.

Ed is a CSP, (Certified Speaking Professional) a designation by the International Federation of Professional Speakers. Only 10% of its membership have earned this prestigious designation.

Having spoken in over 30 countries, Ed is sought after globally for his speaking, coaching and rainmaking techniques. Many of his clients experience a dramatic increase of revenue production.
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Andrew Wallace-Barnett, SVP, CRO  
LUNCH KEYNOTE SPEAKER

Andrew Wallace-Barnett is SVP & Chief Risk Officer of AXA Equitable. He is responsible for the development and implementation of the company’s risk management strategy.

Andrew joined AXA Equitable in September 2008 coming to the organization from AXA France, where he served as Chief Risk Officer since 2005. A native Australian, he joined AXA Australia in 1988 as part of a graduate development program, leading to a position as a Corporate Actuary. He moved to AXA Group’s Actuarial organization in 1998, and was Deputy Group Chief Actuary Life before taking his position at AXA France as CRO. Andrew is a Fellow of the Institute of Actuaries of Australia.

Jeffrey Coutts, FSA, FCIA, MAAA

Jeffrey Coutts is the Vice President of Profitability, Risk and Implementation Management for Lincoln Financial Group. His areas of responsibility include Product Pricing Review, Profitability and Risk Management, Product Implementation management, and Asset Liability Management for all Individual Life & Annuity, and Group Protection products. Prior to assuming his current role, Coutts was the Head of Product for Lincoln’s Employer Markets division. Coutts’ key responsibilities included product management, product development and pricing, profitability management, and enterprise-wide funds management. Coutts also served as Vice President and Corporate Actuary for Jefferson Pilot Financial prior to the merger of Lincoln and Jefferson Pilot, where his role included Mergers & Acquisitions, strategic planning, capital planning, and rating agency relations. Coutts began his insurance career in 1992 working for North American Life in Winnipeg, Manitoba, Canada, and joined Jefferson Pilot in 1996. Coutts earned a Bachelor of Commerce degree majoring in Actuarial Science in 1992 from the University of Manitoba in Winnipeg, Canada. He is a Fellow of the Society of Actuaries and also holds FCIA and MAAA designations.

Anne E. Crumlish, FSA, MAAA

Anne is a senior consultant and actuary in the Health Management Practice in Atlanta. She has been in the health and welfare consulting industry for over 8 years. In her role at Hewitt, Anne is responsible for managing a wide variety of consulting engagements related to broad health and welfare benefits. Her work focuses on the strategy, design and financial issues surrounding all types of benefit programs. Anne is a key member of Hewitt’s health care reform team and its efforts to sway the impact of health care reform. In addition to educating clients about the various reform proposals, she prepares written testimony and other comments for Congress to inform and influence them as they develop the details of health care reform. Anne earned a B.A degree in Mathematics from Colby College and her Masters in Mathematics from the University of Texas in Austin. Anne is a Fellow of the Society of Actuaries and a Member of the American Academy of Actuaries. Anne also represents Hewitt on the Corporate Advisory Council of the International Association of Black Actuaries.

Matthew Duke

Born in Trinidad and Tobago, Matthew Duke came to the United States in summer 1997 and attended Uniondale High School on Long Island, NY. After which he went to Stony Brook University for a major in Applied Mathematics & Statistics, Economics, and a minor in Business which was funded in part by scholarships received from the University, as well as from the Society of Actuaries (SOA) and the International Association of Black Actuaries (IABA). During his junior year, Matt attained a summer internship with Travelers in their Actuarial Leadership Development Program (ALDP) in Personal Insurance. Upon graduation, he continued to work with Travelers in Hartford CT as a participant of the ALDP in Small Commercial Business Pricing, Construction Reserving, and National Accounts Captive agreements. Currently he is back in Small Commercial Business Pricing where he is responsible for increasing the predictive accuracy of the forecasting tools in management reporting, assist in managing the profitability of the business, and developing other ADLP participants that rotate in his area. Outside of work Matt is an active member of the IABA Hartford CT Affiliate, a member of the Church of the Living God, and is a new motorcycle rider. He also plays the Steel Pan and promises to play for anyone the next time Trinidad and Tobago makes it to the world cup.

Anthony Ferraro, FSA, MAAA

Anthony is a Corporate Vice President & Actuary with New York Life Insurance Company. He has over 16 years of industry experience, and has specialized in life and annuity product development. He has been with New York life for the last two years. His current position includes the pricing, development, and product maintenance of our Term and Universal Life lines of business. Prior to his current position, Mr. Ferraro was a partner with The Norton Consulting Group, LLC, where he managed and participated in a wide range of life insurance projects. Sample projects included product design, pricing and implementation of life and annuity products, risk analysis of secondary guarantees, and actuarial support of state and SEC filings.

Mr. Ferraro has participated on a number of Industry committees, including the current Academy’s Principles Based...
Gary Ganci, FCAS, MAAA

Gary is Vice President and Actuary in Travelers Enterprise Risk Management area. His primary responsibilities include modeling the economic capital needs of the firm, and integrating model results into strategic, risk-based decision making. He has over 19 years of industry experience and has been with the Travelers since 2003. Prior to joining the Travelers, Gary worked for Kemper Insurance in Chicago and Colonial Penn Group in Philadelphia. Gary is a fellow of the CAS and member of the AAA.

Tara Hansen, FSA, MAAA

Tara Hansen is a Senior Actuarial Advisor in the Insurance and Actuarial Advisory Services practice of Ernst & Young and is based in the firm’s New York office. She has previously been based in the Atlanta and London, UK offices of Ernst & Young. Ms. Hansen has over 15 years of experience in the life insurance industry, with an emphasis on advanced financial reporting and mergers and acquisitions. Ms. Hansen has worked not only on advisory assignments in the United States, but also involved with projects in Bermuda, the Republic of Ireland, Switzerland and the United Kingdom. Prior to entering actuarial advisory services, Ms. Hansen was involved with the financial reporting department of a major credit life and health insurance company. Ms. Hansen holds a Bachelor of Arts in Mathematics from the University of Miami, Coral Gables, Florida. She is a Fellow of the Society of Actuaries and a Member of the American Academy of Actuaries. Ms. Hansen is co-author of an Ernst & Young white paper “FAS 133 Implementation Issue B36, Implications for the Financial Reporting of Reinsurance” and has published in industry periodicals. She is also a frequent speaker at SOA and other industry meetings on financial reporting topics such as principles-based reserves, fair value and international financial reporting standards, including Phase II. She is a member of Ernst & Young’s IFRS Phase II Insurance Working group, an international group of Ernst & Young actuaries and accountants developing a global strategy related to IFRS Phase II.

Curtis Huntington, FSA, MAAA, FCA, COPA

Curtis is Professor of Mathematics and Associate Chair in the Department of Mathematics at the University of Michigan. He retired from New England Mutual Life (Boston) in 1993 after 28 years of service as Corporate Actuary and Auditor. A former Vice President of the Society of Actuaries, Mr. Huntington is currently Vice Chairperson of the Actuarial Board for Counseling and Discipline (ABCD). He is the Auditor for the International Actuarial Association and a Fellow in the Lebanese Actuarial Association and the New Zealand Society of Actuaries.

Gareth Kennedy, ACAS, MAAA

Gareth Kennedy is a Manager in the Insurance and Actuarial Advisory Services practice of Ernst & Young and is based in the firm’s Chicago office. Mr. Kennedy joined Ernst & Young in 2006 and has over ten years of experience as a property and casualty actuary. Prior to joining Ernst & Young, Mr. Kennedy was employed by a large accounting firm in Chicago and in London. Mr. Kennedy has extensive experience in reserving for personal and commercial lines insurance companies. In particular his work included performing an evaluation of the associated liabilities on a fair value basis. This involves estimating the future cash flows associated with insurance contracts, the time value of money and an appropriate risk margin. In addition, Mr. Kennedy has GAAP conversion experience from a year working on a UK to US GAAP conversion for a major European insurance company. Mr. Kennedy serves as Ernst & Young’s International Financial Reporting Standards (IFRS) property and casualty actuarial subject matter professional in the United States. He is also a member of Ernst & Young’s Global Insurance Working Group. Mr. Kennedy has presented at actuarial conferences and written articles on the possible effects of IFRS for insurance companies upon the completion of the insurance contracts standard. Furthermore, Mr. Kennedy has provided IFRS diagnostic services to insurance companies. Mr. Kennedy has a Master of Physics degree with honors in Theoretical Physics from the University of Lancaster in the United Kingdom. He is an Associate of the Casualty Actuarial Society (ACAS) and a Member of the American Academy of Actuaries (MAAA). Mr. Kennedy currently serves on the American Academy of Actuaries Financial Reporting Committee and was a member of the task force that commented on the International Accounting Standards Board’s discussion paper on accounting for insurance contracts and the associated Financial Accounting Standards Board’s Invitation to Comment. He is also a member of the American Academy of Actuaries’ Governance Task Force and the Casualty Actuarial Society’s Task Force on Basic Education Internet Modules.

John B. King-Beckles, CLU, FLMI

King-Beckles is Associate Vice President, Operations Relationship Management for Nationwide Financial. King-Beckles has been in the Financial Services industry for over 25 years; 20 of those with Nationwide Financial serving in several managerial positions. Currently, King-Beckles is responsible for Operational Relationship Management across Nationwide Financial. In this assignment, he is responsible for working with large Broker/Dealer Firms, Financial Institutions and major Wirehouses to embed Nationwide’s financial products on their platforms. Previous assignments include Asset Retention initiatives programs. In this regard, he has implemented successful conservation programs that have retained large blocks of business, built and strengthened sales force relationships, impacted (trained) Call Center capabilities to retain end customers and has become an advocate for cultural change concerning producers and customers as valuable assets within distribution systems. He became a national speaker on Asset Conservation issues having actively participated in NAVA, LIMRA/LOMA and other industry forums on this subject. King-
Beckles is a graduate of Franklin University (Columbus, OH) and also has a Master of Science degree from The New York Institute of Technology. King-Beckles current serving on the National Board of The Society of Financial Service Professionals, and has been the President of the local Columbus, OH Chapter.

**Stewart Lawrence, FSA, MAAA, EA**

Mr. Lawrence joined Sibson Consulting’s New York Actuarial Department in 1977. He became a Benefits Consultant in 1978, a Vice President in 1982 and a Senior Vice President in 1985. Mr. Lawrence was named Manager of the company’s Corporate Consulting Practice for the New York region in 1988. In 2006, he became the National Retirement Practice Leader. Prior to assuming that position, Mr. Lawrence was Director of the company’s Corporate Practice, a member of its Office of the President, and a member of the Board of Directors. He has special expertise in the design of qualified and non-qualified retirement plans. After the passage of the Tax Reform Act of 1986 (TRA ’86), Mr. Lawrence developed executive compensation indemnity (ECI) policies to protect senior executives’ unfunded and unsecured non-qualified benefits. Mr. Lawrence is a 1970 graduate of Queens College with a BA in Mathematics. He is a former Chairperson on Financial Executive International’s Committee on Benefits Finance, and former member of the board of directors for the Council on Employee Benefits. Mr. Lawrence has written numerous articles about employee benefits. Mr. Lawrence currently serves on the Editorial Advisory Board of Financial Executive magazine.

**Corinne Russell, ASA, EA, MAAA**

Corinne is a Senior Associate and consulting actuary in the Retirement Business of Mercer and is based in the Tampa, Florida office. She has thirteen years of experience in traditional actuarial and special project consulting for defined benefit retirement plans. She has consulted for clients in the private and public sectors and non-profit organizations including large Fortune 500 companies as well as small to mid-size companies. Corinne joined Mercer in New York in 1997 and transferred to the Tampa office in 2003. In addition to her consulting role she also serves as the Tampa Office Operation Leader. Corinne is an Associate of the Society of Actuaries, an Enrolled Actuary and a member of the American Academy of Actuaries. She graduated with honors, with a Bachelors Degree in Mathematics from The University of the West Indies in Kingston, Jamaica.

**Kevin Rease, ASA, MAAA, FCA**

Over his career, Kevin Rease has been healthcare actuary, advisor and consultant to health plans, physician groups, hospital systems, government agencies and small employers. Currently he is President and Consulting Actuary with Alpha Delta Healthcare Consulting. Kevin has over 25 years of healthcare experience with extensive expertise in the area of Government Programs (public sector) including Medicare Advantage (MA & Part D), Managed Medicaid and State Health Plans. During 2007 and 2008, Mr. Rease led multiple national actuarial teams in completing Medicare Advantage MA and Part D Bid reviews and audits as a CMS (Centers for Medicare and Medicaid Services) subcontractor for Mercer’s Government Human Services Consulting (GHSC) practice in Atlanta. Before joining Mercer, Kevin was the Chief Life & Health Actuary at the Ohio Department of Insurance where he coordinated the actuarial review, analysis and approval/disapproval of all individual and group health, long term care, life, annuity and disability product, form, methodology and marketing material filings.

**Eric Sherman, FSA, MAAA, CFA**

Eric is a Vice President & Actuary with New York Life Insurance Company. He is the Financial Reporting Officer of the Retirement Income Security business unit. Eric focuses on financial reporting and valuation of Individual Annuities. He joined New York Life in 1994 as part of the actuarial intern program and came back as a full time actuarial student in 1995. He has worked in several areas of the Company prior to my current role, including Human Resources, Group Insurance, Individual Life Pricing, Cash Flow Testing, and Individual Annuity Pricing. Eric is a graduate of
Cornell University and a Fellow of the Society of Actuaries, a member of the American Academy of Actuaries, and hold a Chartered Financial Analyst designation.

**W. St. Elmo Whyte, B.Sc. (Hons), FIA**

W. St. Elmo Whyte read for the Bachelor of Science Honors Degree in Mathematics at the University of the West Indies and thereafter spent over twenty-three (23) years in the Life Insurance Industry rising to the position of Vice President in one of the then largest such companies in the Caribbean. He has served as Director with a number of companies including General Insurance, Stockbrokers, Mutual Funds. He is also co-founder and Director of FIRM Insurance Brokers Limited. He has also served as a Trustee for a number of Pension Plans. W. St. Elmo Whyte is a Fellow of the Institute of Actuaries, the Institute being a professional institution based in the United Kingdom. He is currently a Senior Lecturer in the Mathematics Department of the University of the West Indies (Programme Director for Actuarial Science) and a Consulting Actuary. President-Elect of the Caribbean Actuarial Association 2006 to 2008, President of the Caribbean Actuarial Association 2009 to 2010; Member of the Government of Jamaica: Pension Reform Committee; Technical Committee on Phase 2 of the Pension Reform, Co-Author of book entitled Handbook on Personal Financial Planning.

**Jay Vadiveloo, PhD, FSA, MAAA, CFA**

Jay Vadiveloo is a Consulting Actuary in the Towers Watson Risk & Financial Services practice in Hartford, CT, and is also the Towers Watson Professor at the University of Connecticut where he manages the newly endowed Janet & Mark L. Goldenson Center for Actuarial Research. Jay has a doctorate in statistics from the University of California, Berkeley, is a Fellow of the Society of Actuaries, a Member of the American Academy of Actuaries, and a Chartered Financial Analyst. Jay has over 25 years of experience with the life insurance industry which includes senior level appointments at Connecticut Mutual, Mass Mutual, Aetna Financial Services, ING, Deloitte Consulting, and most recently, Watson Wyatt.
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