Bold Beginnings. A Lasting Legacy.

International Association of Black Actuaries

Encouraging Excellence

19th Annual Meeting - Aug. 3 & 4, 2012 - Atlanta, GA
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Welcome

Welcome to our 19th Annual Meeting, BOLD BEGINNINGS. A LASTING LEGACY.
Most people remain unaware of the Actuarial profession. This is even more evident in the African American community. With an organization like IABA, we can continue the legacy of our Founders. We are and continue to be their mission. These men and women had the foresight to create this organization, not for themselves, but for the future. For OUR future.

As we celebrate 20 years of IABA’s existence, I implore each of you to take a moment to find out how YOU can effect change. Stop by our registration desk to learn how you can become more involved with our great organization.

Let’s not waste this opportunity. Let us give back. Let us effect change!

Monique Hacker, FSA, MAAA
IABA Vice President

To think of an idea to instigate change is easy. To implement the idea and effect change is monumental. That is what our Founders did 20 years ago.

Agenda at-a-Glance

Continuing education credit hours for the 2012 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.”

**Friday, August 3**

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<th>Time</th>
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<tr>
<td>7:30 - 8:30 am</td>
<td>Breakfast</td>
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<td>8:30 - 10:30 am</td>
<td>College &amp; High School Outreach Session</td>
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<td>10:30 - 11:30 am</td>
<td>Mentor/Mentee Session</td>
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<td>11:30 - 12:30 pm</td>
<td>Career Networking Event</td>
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<td>12:30 - 2:15 pm</td>
<td>General Opening &amp; Lunch with guest speaker</td>
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<td>2:30 - 3:30 pm</td>
<td>Professionalism Case Study</td>
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<td>3:30 - 3:45 pm</td>
<td>Refreshment Break</td>
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<td>3:45 - 4:45 pm</td>
<td>Women in Leadership</td>
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<td>6:00 - 10:30 pm</td>
<td>Networking Reception at Georgia Aquarium</td>
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**Saturday, August 4**

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<tr>
<th>Time</th>
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<tr>
<td>8:00 - 8:45 am</td>
<td>Breakfast</td>
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<tr>
<td>9:00 - 10:30 am</td>
<td>The Self Employed Actuary</td>
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<tr>
<td>10:30 - 10:45 am</td>
<td>Refreshment Break</td>
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<td>10:45 - 12:00 pm</td>
<td>Presenting Insurance Company Financials – Going Beyond the Numbers</td>
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<td>12:15 - 1:45 pm</td>
<td>Lunch with guest speaker</td>
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<td>2:00 - 3:30 pm</td>
<td>Business Session</td>
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<td>6:00 - 7:00 pm</td>
<td>Scholarship &amp; New Designee Reception</td>
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<td>7:00 - 10:00 pm</td>
<td>Awards Banquet with guest speaker</td>
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2012 IABA Leadership

IABA LEADERSHIP:
John W. Robinson, FSA, MAAA, President
Monique Hacker, FSA, MAAA, Vice President
Jennifer Middough, FCAS, MAAA, Foundation President
Veronica Fontama, ASA, MAAA, Foundation Vice President
Grace Senat, FSA, MAAA, Treasurer
Sayi Liggonah, FSA, MAAA, Secretary
Tenesia McGruder, Student Liaison

IABA BOARD OF DIRECTORS:
Acheampong Boamah, ASA, MAAA, Director
Monique Hacker, FSA, MAAA, Director
Jeffrey L. Johnson, FSA, MAAA, Director
Jamala Murray, FSA, MAAA, Director
Grace Senat, FSA, MAAA, Director
John W. Robinson, FSA, MAAA, Director
Sharon K. Robinson, FCAS, MAAA, Director
Linda Shepherd, FCAS, MAAA, Director
Ollie Sherman, FCAS, MAAA, Director
Kate Weaver, Executive Director

CITY AFFILATE LEADERS:
Atlanta - Jessica Morse & Brian Simon
Bay Area - Joseph Kablan
Boston - Howard Mapp & Ivy Pittman
Chicago - Olayinka Rufai & Glenn Yancy
DC - Kezia Charles, FSA, MAAA, EA & Kwame Davis, FCAS, MAAA
DE Valley - Tanya Ranguma & Stacia Brown, ASA
Greensboro - Kristen McLeary
Harford - Gordon Armstrong
Morgan State University - Esther Opoku-Adusei & Moses Baeta
New York/New Jersey - Tomantha Kyle & Tonya John, ASA, MAAA
Ohio Region - Ache Boamah, ASA, MAAA & Roselyn Abbiw-Jackson, FSA, MAAA
Richmond - Jamala Murray, FSA, MAAA & Adrian Cox
Seattle - Amin Milner, FCAS, MAAA
Tampa - Monique Hacker, FSA, MAAA & Frances Pryce

COMMITTEES:
Annual Meeting
Monique Hacker, FSA, MAAA, Chair
Dodzi Attimu
Trisa-Lee Gaynor
Nicole Harrington
Joseph Kablan
Susan Kariuki
Sayi Liggonah
Jessica Morse
Jamala Murray
Frances Pryce
Tenesia McGruder
Charmaine Peart-Blackman
Olayinka Rufai
Grace Senat
Brian Simon
Kate Weaver

Corporate Solicitation
Jennifer Middough, FCAS, MAAA, Chair
Doug French
Jeff Johnson
Joseph Kablan
Stafford Thompson
Kate Weaver

Education
Nicassia Williams & Matthew Duke, ACAS, Co-Chairs
Kate Weaver

Finance
Ollie Sherman, FSA, MAAA, Chair
Trisa-Lee Gaynor
Grace Senat
Linda Shepard
Kate Weaver

Fund Development
Jennifer Middough, FCAS, MAAA, Chair
Kamal Harris
Jeff Johnson
Arthur Randolph
John Robinson
Sharon Robinson
Kate Weaver

Membership
Nicole Harrington & Charmaine Peart-Blackman, Co-chairs
Michelle Thompson

Mentoring
Jamala Murray, FSA, MAAA, Monique Hacker, FSA, MAAA, & Lucretia Hydell, Co-chairs

Newsletter
Kwabena Kesse, Chair
Nii Tetteh Badger
Olayinka Rufai

Scholarship
Jennifer Middough, FCAS, MAAA, Chair
Tenesia McGruder
Kate Weaver
Nicassia Williams

Technology
Joseph Kablan, Chair
Dodzi Attimu
Francis Doughan
Omeiza Olumoye
Chisomo Sakala
Kate Weaver

2012 Corporate Advisory Council

SPECIAL THANKS

Event Sponsors:
AXA Equitable
CAS
Cigna
Liberty Mutual
Lincoln Financial Group
MetLife
Nationwide
New York Life
SOA
WellPoint

Friends of IABA:
Ernst & Young
Fireman’s Fund Insurance Company
Gabriel, Roeder, Smith & Company
GGY AXIS
Kaiser Permanente
MassMutual Financial Group
Munich Re

North Carolina Mutual Life Company
Northwestern Mutual
Oliver Wyman
OptumInsight
Sun Life Financial
Swerdlin & Company
Friday, August 3rd

GENERAL SESSIONS
7:30 - 8:30 Breakfast
Location: The Overlook | Sponsored by Society of Actuaries

8:30 - 10:30 College & High School Outreach Sessions
Location: International D

10:30 - 11:30 Mentor/Mentee Session
What Makes a Successful Mentoring Relationship?
Location: International D

11:30 - 12:30 Career Networking Event
Location: International C

12:30 - 2:15 General Opening & Lunch with Guest Speakers
A Special Panel Presentation with our Founders
Location: Vinnings Room | Sponsored by AXA Equitable

PROFESSIONAL DEVELOPMENT SESSIONS

Professionalism Case Study
This session will take an interactive case study approach to the often dry (but required) professionalism topic.
Location: International B | Presenter: Robert Rietz

Issues for Traditional DB Plans
Many defined benefit plan sponsors cannot afford their traditional pension plans, either because of the overall cost of the programs or because of the balance sheet volatility they may bring. We will discuss some of the issues facing these employers and how defined benefit consultants help them through this process.
Location: International D | Presenters: Kim Boxell & Barry McKieown

2:30 - 3:30 NAIC's Own Risk & Solvency Assessment
The presentation will provide an overview of the upcoming US ORSA capital management requirements and discuss how companies can ensure readiness for expected regulatory reviews. The session will also touch upon some key issues that NAIC is working to prepare and how actuaries are becoming key players in this type of work.
Location: International D | Presenters: Kim Boxell & Barry McKieown

Introduction to Actuarial Career Tracks
This session will allow students to meet with professionals from different actuarial specialty tracks and explore the different career paths available in the actuarial field.
Location: International C

REFRESHER BREAK
3:30 - 4:30 Location: International Foyer | Sponsored by WellPoint

PROFESSIONAL DEVELOPMENT SESSIONS

Women in Leadership
This session will focus on professional development and leadership for women. Perspectives from a panel of female actuaries in executive leadership positions will be shared as they earned their "seat at the table" and made a difference in business. This session is open to all.
Location: International D | Presenters: Tara Hansen, Linda Shepherd, Anna Rappaport

3:45 - 4:45 An International Perspective – Brazil
The Brazilian private Health Care market ended 2010 with US$ 48 billion worth of premium making it Latin America’s largest health care market and 6th in the world ranking. In addition to which future growth is projected between 9% to 12% p.a. This presentation will discuss the facts and figures behind such an audacious estimate.
Location: International D | Presenter: Ronald Poon-Affat

NETWORKING RECEIPT
6:00 - 10:30 Location: Georgia Aquarium, 225 Baker Street Northwest | Sponsored by Cigna
For those unable to walk, please meet shuttle staff at 6:45 in front of the Concierge Desk. Walkers may also meet at that place and time.

Saturday, August 4th

GENERAL SESSIONS
8:00 - 8:45 Breakfast
Location: The Overlook | Sponsored by Nationwide

PROFESSIONAL DEVELOPMENT SESSIONS

The Self Employed Actuary
This session will address potential benefits and challenges of starting and running an actuarial consulting business.
Location: International D | Presenter: Julie Curry

What is the Future of Long Term Care?
A discussion of the problems and issues related to the past and current generation of LTC products. Discussion will touch on product design, assumptions, policyholder make up and experience.
Location: International E | Presenter: Michael Barnett

9:00 - 10:30 Developments in the Longevity Risk Management Space
This presentation will look at the evolution of pension risk management solutions as it relates, in particular, to the transfer of longevity risk. We will begin with an overview of the rapid development of customized solutions in the UK market and then explore the potential for the adoption of these strategies in the US.
Location: International D | Presenter: Jenny Haid

A Day in the Life of an Actuary
This session will feature a case study designed to expose students to a real life situation that an actuary could typically face in a day-to-day work environment. It will illustrate how actuarial principles, practices, and techniques are applied to actual business problems.
Location: International C

REFRESHER BREAK
10:30 - 10:45 Location: International Foyer | Sponsored by Casualty Actuarial Society

PROFESSIONAL DEVELOPMENT SESSIONS

Presenting Insurance Company Financials – Going Beyond the Numbers
This presentation will focus on how to translate the complexity of company financials into meaningful, digestible pieces. Who is your audience? What are the most important points to convey? How do you most effectively tell your story?
Location: International D | Presenters: Paul Spurr & Kwabena Sarpong

The New Med Mal Crisis: Where Have All of the Doctors gone?
This session will provide a historical performance perspective of the industry as well as viewpoints on health care reform implications.
Location: International B | Presenters: Paul Spurr & Kwabena Sarpong

10:45 - 12:00 Enterprise Risk Management
This session will provide an overview of the fixed indexed annuity landscape, product features and trends. It will also outline a comparison to variable annuities, ALM risks, pricing and hedging.
Location: International B | Presenters: Arthur Randolph & Keith Allen

Business Ethics/Professional Standards
Actuarial societies emphasize ethical conduct of all of their members. This session will feature a case study that demonstrates a real-world scenario in which the objectives of the firm may conflict with our professional standards. It will give students the opportunity to see how actuaries deal with ethical dilemmas.
Location: International C | Presenter: Tetteh Otuteye

Lunch with Guest Speaker
The Supreme Court Ruled on Health Care Reform - Now What?
This session will cover whatever "now what" topic is most appropriate given the supreme court ruling. That means the subject could really vary depending on whether the law is upheld in its entirety, struck down in its entirety, or if parts of the law are struck down and others continue to stand.
Location: Vinnings Room | Sponsored by Lincoln Financial Group

Presenters: Anne Crumlish & Kevin Dotson
Saturday, August 4th

2:00 - 3:30 Business Session
This session provides updates from IABA committees and Affiliates, give an overview on IABA’s financials and includes a portion to vote in new Board members and officers. All are welcome to attend and learn more about our organization. Those in attendance will be eligible to win a prize!
Location: International D

6:00 - 7:00 Scholarship & New Designee Reception
Location: Plaza Ballroom Pre-Function | Sponsored by New York Life
All are welcome to attend.

7:00 - 10:00 Awards Banquet with Keynote Speaker
Location: Plaza Ballroom | Sponsored by MetLife

1992: Sixty-five men and women from the United States, the Caribbean and Canada attend the inaugural meeting of the National Association of Black Actuaries (NABA) in Washington, DC. An Organizing Committee, under the leadership of Garth Bernard FSA, continues to build a framework.

2:00 - 3:30 Business Session
This session provides updates from IABA committees and Affiliates, give an overview on IABA’s financials and includes a portion to vote in new Board members and officers. All are welcome to attend and learn more about our organization. Those in attendance will be eligible to win a prize!
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The power of teamwork?
The more we pull together, the more we can achieve.
That’s our philosophy at Ernst & Young, not just for serving our clients, but our actuarial community, too. We’re joining with the International Association of Black Actuaries to help support their work encouraging excellence.

What’s next?
ey.com/us/insurance

Genworth is proud to sponsor the International Association of Black Actuaries 2012 Annual Meeting

We believe there’s nothing more important than keeping our promises every day including our promise to support the successful career development, civic growth and achievement of black actuaries.

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YOU CAN’T PREDICT THE FUTURE
BUT YOU CAN PLAN FOR IT.

No matter where they sit in our company, Lincoln employees enjoy the satisfaction of knowing their contribution makes a difference to our clients and their families every day. At the same time, we enjoy a work environment where we can grow professionally, share new ideas and find the rewarding experiences we need to thrive at work and at home. Join us — see how you can take charge and be your own Chief Life Officer.

Lincoln Financial Group is a proud sponsor of the 19th Annual Meeting of the International Association of Black Actuaries.

To find out more about opportunities to join our team at Lincoln Financial Group, visit lincolnfinancial.com/careers.


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Dr. Christine Grant
Associate Dean of Faculty Development and Special Initiatives: College of Engineering, Professor of Chemical and Biomolecular Engineering, Department of Chemical and Biomolecular Engineering, College of Engineering North Carolina State University

Grant joined the NCSU faculty in 1989 after completing her M.S. and Ph.D. (Georgia Institute of Technology), and a Sc.B. (Brown University) all in Chemical Engineering (ChE).

One of five African-American women Full ChE Professors in the country, her research interests are in interfacial phenomena and recently biomedical systems. She’s the first Associate Dean of Faculty Development and Special Initiatives in NCSU’s College of Engineering. Awards/service include: American Institute of Chemical Engineers Board of Directors, NSF Presidential Award for Excellence in Science, Math and Engineering Mentoring, Council for Chemical Research Diversity Award. She has developed programs that are geared towards the academic success of underrepresented minority students in science, technology and engineering (STEM).

The 2007 "ADVANCE-ENG Girls to Women" program focused on mentoring 6th – 8th grade girls and their mothers about careers in engineering. She’s the founding director of the Promoting Underrepresented Presence on Science and Engineering Faculties (PURPOSE) Institute®. Her workshops on mentoring and academic career development for NSF ADVANCE programs at Purdue, University of Toledo, UVA, Prairie View A&M, the University of New Hampshire and ADVANCE Annual PI meetings promote STEM faculty development while providing diverse role models for students and faculty.

Grant lives with her husband, Kwame Yeboah, and son Kofie Yeboah, a high school senior, in Raleigh, North Carolina.

Chris Cooper
President/CEO - Execute Your Passion, LLC; Author - "Achieve Your Dreams . . . 26 Quick Keys to Succeed in Life"

Christopher Joseph Cooper (Chris Cooper) is one of the most dynamic, engaging and accomplished speakers, trainers and coaches in America. With three academic degrees (Morehouse College, The Georgia Institute of Technology and New York University), countless professional certifications, and numerous awards and honors Chris has dedicated his life to the service of others!

Chris is the President/CEO of Execute Your Passion, LLC-an Atlanta based professional services firm specializing in motivational seminars and leadership and professional development training and services. The firm offers innovative ways to assist in the complete development of individuals and organizations through innovative coaching practices and techniques, best in class training solutions, and subject matter expertise focused speaking services.

Chris has a wealth of knowledge from more than a decade of professional experience working and consulting for several Fortune 500 Companies including: AT&T, BellSouth, AutoTrader.com, Cingular Wireless, Cox Communications, Deloitte Consulting, General Motors, The Home Depot, IBM, Intercontinental Hotels Group (IHG), Kimberly Clark, Texaco, and Verizon Wireless. Chris saved these companies millions and became the youngest Senior Manager ever at age 26 while working at Cingular Wireless World Headquarters (now the New AT&T). In addition, Chris served for 4 yrs. as an Adjunct & Corporate Instructor with Emory University’s Center for Lifelong Learning teaching Professional Development and Communications Courses to adult learners of all ages including C-Level Executives. With Book Smarts, Street Smarts, Vision, Passion, Charmisma and even the courage to run with the Bulls in Spain, Chris’ life has indeed been and continues to be an exciting adventure!

Chris is an amazing coach, speaker, trainer, instructor, motivator, author and entrepreneur. He is committed to his lifelong aspiration of investing and assisting in the development of people who he believes are the world’s hidden treasures. He is spiritual, fun, energetic and engaging. His mission is simple: To Ignite the Fire Inside!!

2000: Atlanta, GA, becomes the first host city in the current 6-city rotation for the Annual Meeting.

At this meeting, professional development is added in the form of three workshops and a rap storm.
Kim Boxell, FSA, MAAA, EA is a Senior Consulting Actuary in the Chicago office of Towers Watson. She joined Towers Watson in 2004 and has over twenty years of experience consulting with clients on the design, funding, accounting, and administration of qualified and nonqualified benefit arrangements. She has extensive experience with pension plan mergers and spin-offs, benefit administration issues, and plan terminations. Kim is a member of the SOA/CAS Joint Committee on Actuarial Diversity, a Fellow of the Society of Actuaries, and an Enrolled Actuary under ERISA.

Lina Boye, FCAS, MAAA is a Manager of PricewaterhouseCoopers LLP’s Actuarial and Insurance Management Solutions (AIMS) Practice in New York City. Ms. Boye has over 10 years of experience as a property & casualty actuary. She has been with PricewaterhouseCoopers LLP for over 5 years. Her engagements have been primarily focused on loss and loss expense reserve analyses for insurance/reinsurance companies and corporate self-insurance programs. She has worked on due diligence projects related to mergers and acquisitions. Her experience spans the following lines of business: workers’ compensation, general liability, automobile liability, products liability, medical malpractice, and personal lines. Prior to joining PricewaterhouseCoopers, Ms. Boye worked for six years at the National Council on Compensation Insurance (NCCI). Her primary responsibilities at NCCI were workers’ compensation insurance rate making, retirement impact of proposed or enacted workers’ compensation benefits legislation for number of states. She currently serves as Treasurer for Casualty Actuaries of Greater New York (CAGNY).

Anne E. Crumlish, FSA, MAAA is a Principal and Health Care Actuary in Aon Hewitt’s Health and Benefits practice and is based in Atlanta, GA. She is responsible for managing a wide variety of consulting engagements related to health and welfare benefits with a focus on the strategy, design and financial management of benefit programs. She is also a key member of Aon Hewitt’s national health care reform team, serving as a health care reform expert on compliance, financial and strategic issues for numerous clients across the country. Anne is a regular speaker at industry and regional conferences on the subject of health care reform and its impact to employers, insurers, health care providers and the community. Anne has over 10 years of experience in the health and welfare consulting industry. Anne has a B.A. in Mathematics from Colby College and an M.S. in Mathematics from the University of Texas.

Julie Curry, FSA, MAAA is President of Curry Actuarial Consulting LLC. Prior to establishing her own firm in 1999, Julie worked for various companies in the life insurance industry, and as a Senior Consultant for a Big Four accounting firm. Julie has more than 25 years of actuarial experience. Curry Actuarial provides actuarial financial reporting consulting services to life insurance companies, as well as providing audit support services to State Insurance Departments and accounting firms. Julie is a graduate of The Ohio State University with a degree in Mathematics.

Jennifer Haid, FSA, MAAA, CFA is a manager in the Insurance and Actuarial Advisory Services practice of Ernst & Young LLP’s Financial Services Office and is based in New York City. Jennifer has 4 years of experience with Ernst & Young serving insurance and corporate clients. Before joining Ernst & Young, Jennifer spent 4 years in the human capital strategy practice of a global professional services firm. Her work experience there focused on the financial and regulatory management of defined benefit pension schemes, including the optimization of trust fund asset management in a liability driven investment framework. Recent presentations at industry events include “Longevity De-Risking a Defined Benefit Pension Plan” at the 2012 SOA Investment Symposium and “Pension Risk Management Solutions” at the 2010 Actuarial Society of New York Annual Meeting. Jennifer holds a Bachelor of Mathematics, Honors Actuarial Science – Economics Minor (with distinction) from the University of Waterloo in Canada.
Tetteh Otuteye, ACAS, MAAA is a Vice President & Actuary within Guy Carpenter’s GC Analytics group in New York. His current responsibilities include the pricing, design and structuring of reinsurance transactions and index based coverage to optimize client’s financial objectives. Prior to joining Guy Carpenter, he held various pricing and reserving roles over a 7 year spell with OneBeacon Insurance in Boston. He is an Associate of the Casualty Actuarial Society and a member of the American Academy of Actuaries. Tetteh was born in Ghana, spent many of his childhood years in Papua New Guinea, before returning to Ghana to complete his high school education. He attended college at Lawrence University of Wisconsin where he graduated cum laude with a BA in Mathematics/Economics and a minor in philosophy. In his spare time, Tetteh enjoys traveling and playing pool, is a “soccer junkie”, an occasional blogger, an avid reader and a burgeoning long-distance runner having recently completed his first half-marathon.

Ronald L. Poont-Affat, BSc, FIA, FSA, MAAA, CFA is the Vice President of Tempo Assist. Tempo is a Sao Paulo based Health Conglomerate that includes both a Health and Dental Insurance Company, a TPA and a Home Care specialty unit. Tempo is a publicly traded company that is listed on the Brazilian stock exchange (temp3). Ronald’s responsibilities include the duties of Chief Risk Officer, Chief Actuary and Chief Marketing Officer. He is also a Member of the Board of Directors of the Society of Actuaries. Ronald began his career as an actuary in 1986. His professional experience includes postings both in the developed (Germany, Puerto Rico & UK) and emerging markets (Argentina, Brazil, Mexico and Trinidad & Tobago). He has been based in Brazil since 1997 and is now a naturalized Brazilian Citizen. Over the last 26 years he has led Reinsurance departments within Latin America for Munich Re & Gen Re, acted as Chief Actuary for two companies (Guardian Life –Trinidad and Atlantic Southern – Puerto Rico), CFO of the Hartford, Brazil and CFO for his present company (Tempo Assist). Ronald attended High School in Trinidad, read Actuarial Science at the City University, London UK; qualified as a British Actuary in 1991, was admitted as a Member of the American Academy of Actuaries in 1992, qualified as a Chartered Financial Analyst in 1999 and obtained his Fellowship of the Society of Actuaries in 2001. Ronald has a number of interests including long distance running and world politics.

Arthur R. Randolph II, FCAS, MAAA, CPCU, ARM, ARe provides actuarial services to professional liability insurers, self insured hospitals, hospital groups, captive insurers and large employers. His core services include ratemaking, reserving, risk transfer testing, and developing experience and retrospective rating plans. He specializes in medical, professional liability and workers’ compensation, as well as other liability exposures faced by health care systems and large employers. Mr. Randolph also conducts alternative risk financing feasibility and funding studies (e.g., large deductible plans; self-insurance structures, risk retention groups, captives) for organizations in both the public and private sectors that face various risk exposures. When clients have become involved in mergers and acquisitions, he has worked with them to seamlessly address all associated actuarial issues. In addition to professional liability and workers’ compensation, Arthur’s expertise includes ratemaking and reserving for commercial and personal automobile, commercial multi-peril, and construction defect liabilities. Mr. Randolph is a member of the CAS/SOA Joint Committee on Actuarial Diversity and a past member of the CAS Examination Committee. He also served as President of the IABA Foundation.

Anna Rappaport, FSA, MAAA is an actuary, consultant, author, and speaker, and is a nationally and internationally recognized expert on the impact of change on retirement systems and workforce issues. Anna is a past President of the Society of Actuaries and chairs its Committee on Post-Retirement Needs and Risks. Anna is a phased retiree and formed Anna Rappaport Consulting in 2005 after retiring from Mercer Human Resource Consulting at the end of 2004 after 28 years with the firm. She is on the ERISA Advisory Council and the GAO Retirement Security Advisory Panel. She serves on the WISER Board and the Advisory Board of the Pension Research Council. For more information about Anna Rappaport, see www.annarappaport.com.

Robert J. Rietz, FCA, EA, MAAA, FSA, MSPA recently retired from being a Director in the Detroit office of Deloitte Consulting LLP, and led the Total Rewards practice in Deloitte’s North Central region. He was their Chief Pension Actuary from 2006 to 2009, and has over 30 years of experience in the employee benefits consulting arena. He was the General Director of Rewards for a large insurance company for three years. Mr. Rietz is a member of the Actuarial Board for Counseling and Discipline, a former President of the Conference of Consulting Actuaries, a former Vice President of Professionalism for the American Academy of Actuaries, and was appointed by Governor John Engler to serve as the public representative on the board of the Michigan Public School Employees’ Retirement system, serving from 1995 to 2001. Mr. Rietz was awarded the John Hanson prize in 1998 for the best paper on employee benefits, and is an occasional contributor to Contingencies magazine, and has authored several editorials on social security for the Oakland Press. He is a frequent speaker at annual meetings of the Conference of Consulting Actuaries, the Society of Actuaries, and the Enrolled Actuaries meeting on topics including professionalism, communications, and accounting for pension and retiree medical plans. He is a member of the American Academy of Actuaries, a fellow of the Conference of Consulting Actuaries, a fellow of the Society of Actuaries, a member of the American Society of Pension Professionals & Actuarial Fund and an Enrolled Actuary. Mr. Rietz is a graduate of Michigan State University, with a Bachelor of Science in Mathematics.

Linda A. Shepherd, FCAS, MAAA is Vice President and Chief Pricing Actuary for Fireman’s Fund Insurance Company in Novato, CA. Linda began her career at Aetna, Inc. (formerly Aetna Life and Casualty), where she gained her fellowship in the Casualty Actuarial Society. She then became Vice President of Ullico Casualty Company in Washington D.C. where she oversaw the Property and Casualty operations for Ullico, Inc. Linda served as Chief Actuary for Prudential Property and Casualty Insurance Company for eight years and for the Personal Insurance division of Safeco Insurance Company for seven years prior to joining Fireman’s Fund in February 2009. Linda graduated from the Wharton School of the University of Pennsylvania with a Bachelors of Science degree in Economics, with a major concentration in Actuarial Science. Linda has served on numerous industry and actuarial professional committees over her 30 year career. She is currently a Board Member of the International Association of Black Actuaries, and a member of the American Academy of Actuaries Auto Subcommittee.

Kwabena Sarpong, ASA, MAAA is an Associate Actuary with Lincoln Financial Group. He currently focuses on traditional life valuation. Kwabena joined Lincoln in May 2011. His career spans more than twenty years and includes positions with three other insurance carriers. Kwabena is an associate of the Society of Actuaries and holds a bachelor’s degree from the University of Ghana and a master’s degree from the University of Toledo.

Anna Rappaport, FSA, MAAA is an actuary, consultant, author, and speaker, and is a nationally and internationally recognized expert on the impact of change on retirement systems and workforce issues. Anna is a past President of the Society of Actuaries and chairs its Committee on Post-Retirement Needs and Risks. Anna is a phased retiree and formed Anna Rappaport Consulting in 2005 after retiring from Mercer Human Resource Consulting at the end of 2004 after 28 years with the firm. She is on the ERISA Advisory Council and the GAO Retirement Security Advisory Panel. She serves on the WISER Board and the Advisory Board of the Pension Research Council. For more information about Anna Rappaport, see www.annarappaport.com.

Robert J. Rietz, FCA, EA, MAAA, FSA, MSPA recently retired from being a Director in the Detroit office of Deloitte Consulting LLP, and led the Total Rewards practice in Deloitte’s North Central region. He was their Chief Pension Actuary from 2006 to 2009, and has over 30 years of experience in the employee benefits consulting arena. He was the General Director of Rewards for a large insurance company for three years. Mr. Rietz is a member of the Actuarial Board for Counseling and Discipline, a former President of the Conference of Consulting Actuaries, a former Vice President of Professionalism for the American Academy of Actuaries, and was appointed by Governor John Engler to serve as the public representative on the board of the Michigan Public School Employees’ Retirement system, serving from 1995 to 2001. Mr. Rietz was awarded the John Hanson prize in 1998 for the best paper on employee benefits, and is an occasional contributor to Contingencies magazine, and has authored several editorials on social security for the Oakland Press. He is a frequent speaker at annual meetings of the Conference of Consulting Actuaries, the Society of Actuaries, and the Enrolled Actuaries meeting on topics including professionalism, communications, and accounting for pension and retiree medical plans. He is a member of the American Academy of Actuaries, a fellow of the Conference of Consulting Actuaries, a fellow of the Society of Actuaries, a member of the American Society of Pension Professionals & Actuarial Fund and an Enrolled Actuary. Mr. Rietz is a graduate of Michigan State University, with a Bachelor of Science in Mathematics.

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Presenters Cont.

**Paul Spurr**, FSA, MAAA is a Vice President with Lincoln Financial Group. He is responsible for all aspects of earnings analysis, investor relations support, product review, compensation design, expense analysis, accounting and budgeting for the Life Insurance business. Previously, Paul served in a similar capacity for the Group Protection and Annuity lines of business. Paul joined Lincoln in 1998. His career spans more than twenty-five years and includes stops at two other insurance carriers and one consulting firm. Paul is a fellow of the Society of Actuaries and holds two mathematics degrees from the University of North Carolina.

**E. Daniel Thomas**, FCAS, MAAA is a Principal of PricewaterhouseCoopers LLP’s Actuarial and Insurance Management Solutions (AIMS) Practice in New York City and is the AIMS Practice Leader for the United States. He has worked extensively with PricewaterhouseCoopers’ audit, risk management, merger & acquisition, underwriting and claims professional consultants. Mr. Thomas has nineteen years of actuarial experience at PricewaterhouseCoopers. His engagements have included direct insurance and reinsurance loss and loss expense reserving, self-insurance reserving and funding, loss reserve governance process reviews, merger and acquisition transaction reviews, economic capital and financial analysis, insurance captive formation, insurance statistical benchmarking reviews, and reviews of managing general agency practices. Mr. Thomas’ reserving experience includes all lines of property/casualty insurance with an emphasis on workers’ compensation, personal and commercial automobile liability, general liability, and professional liability exposures. Prior to joining PricewaterhouseCoopers, Mr. Thomas worked for five years in the actuarial department of Aetna Life and Casualty. His actuarial experience at Aetna included loss and loss expense reserving, financial analysis, and ratemaking. For two of those years Mr. Thomas acted as the consulting ratemaking actuary for Seguros Monterrey, a property/casualty insurer domiciled in Mexico, where he focused on personal lines and loss expense reserving, self-insurance reserving and funding, loss reserve governance, loss reserve guarantees, insurance risk-based capital requirements, industry reserve data benchmarking, US accounting insurance requirements, and the impact fair value accounting would have on the insurance industry. Mr. Thomas has co-authored two papers published by the Casualty Actuarial Society: “An Investigation of Practical Matters Related to Implementing Fair Value Accounting for Property/Casualty Loss Reserves” and “Corporate Governance and the Loss Reserving Process”.  


**Timothy Yi**, FSA, CFA is Assistant Vice President, Enterprise Risk Management, for the Hartford Financial Services Group. In this role he is responsible for the strategic risk management of variable annuities and fixed indexed annuities, including both domestic and international products. He has 15 years of financial service industry experience and has been with the Hartford since 2005. Prior to joining the Hartford, Timothy worked for Phoenix Life in Hartford and GE Capital Financial Assurance (later spin off as Genworth Financial) in Richmond. Timothy graduated from the University of Virginia with Bachelor’s Degrees in both Mathematics and Physics as well as Master’s Degree in Statistics. He is a Fellow of the Society of Actuaries and a charter holder of the Chartered Financial Analyst.
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