



OLIVER WYMAN

Jac Joubert
Oliver Wyman
155 North Wacker Drive, Suite 1500
Chicago, IL 60606
+1 312 345 3327

02/04/14 09:09:17AM
West Virginia Purchasing Division



MARSH & McLENNAN
COMPANIES

**COST PROPOSAL: RFQ, INS14014:
ACTUARIAL SERVICES
WEST VIRGINIA OFFICES OF THE
INSURANCE COMMISSIONER**
FEBRUARY 3, 2014

CONTENTS

1. Pricing Page1

1

Pricing Page

**REQUEST FOR QUOTATION
INS14014
Actuarial Rate Review of Life and Health Related Product Filings and Consulting Services**

Item #	Year:	Description:	Hours:	Unit Price:	Extended Price:	Total:
1	1	Actuarial Rate Review of Life and Health product filings and consulting services.	1000	\$ 264.00	\$	\$ 264,000
2	2 (1st Renewal)	Actuarial Rate Review of Life and Health product filings and consulting services.	1000	\$ 272.92	\$	\$ 272,920
3	3 (2nd Renewal)	Actuarial Rate Review of Life and Health product filings and consulting services.	1000	\$ 280.08	\$	\$ 280,080
Overall Total Price ----->						\$ 816,000

Note: Quantities (hours) listed above are estimates and are for evaluation purposes only. Actual need is not guaranteed or implied.

Vendor must submit an all-inclusive hourly rate for the required services which includes travel and related expenses, including supplies and general administrative expenses.

Award will be made to the responsible bidder meeting specifications with the lowest Overall Total Price.


Vendor Name: Oliver Wyman Actuarial

Address: 155 N. Wacker Drive, Suite 1500, Chicago, IL
60606

E-Mail: jac.joubert@oliverwyman.com

Fax#: 312 345 3301

Phone# 312 345 3327

Signature: 

Date: 2/3/14

**RESPONSE TO RFQ, INS14014:
ACTUARIAL SERVICES
WEST VIRGINIA OFFICES OF THE
INSURANCE COMMISSIONER**
FEBRUARY 3, 2014

CONTENTS

1. Introduction.....	2
2. Overview of Oliver Wyman.....	3
3. Description of Services and Our Approach	5
• Our Understanding of the Project	5
• Project Approach and Methodology	5
• Project Management.....	8
4. Relevant Experience.....	10
5. Staff Qualifications.....	13
6. Additional Contracting Requirements.....	15
7. Pricing	18
8. Resumes	19
9. Proof of Licensing/Certification	26

1

Introduction

Oliver Wyman Actuarial Consulting (“Oliver Wyman” or “we”) is pleased to submit this proposal to support the Offices of the Insurance Commissioner (“OCI”) by performing actuarial rate reviews of life and health related product filings and consulting services. We look forward to the opportunity to also assist the OCI through the provision of actuarial management consulting services, including appearances before legislative and executive bodies to respond to questions or give reports.

We are able to provide all of the services requested. We believe our approach included in this proposal demonstrate our understanding of the services being requested. Additionally, we believe that the breadth and quality of our experience make Oliver Wyman an excellent partner. Specifically, we bring:

Directly applicable experience. We have significant experience working both for industry in developing rates and regulators in implementing regulations as it relates to rate review:

- We have practical experience working with a number of regulators on the review of rate filings submitted to them for a wide range of health products, including long term care.
- Members of our team have worked with regulators, including CCIIO, as they defined their enhanced rate review procedures.
- The individuals on our team and staff have been directly involved in developing and filing rates for ACA-compliant plans in a number of markets.

Relevant actuarial skills and tools. The members of our proposed team possess considerable knowledge and expertise in actuarial science, and an understanding of the market. Our client work allows us to see a diverse cross-section of the market. Additionally,

- Many of our staff members are active on various committees of the American Academy of Actuaries (“AAA”) and the Society of Actuaries (“SOA”), where market changes and practice guidance is discussed. This includes the Individual and Small Group Market Task Force, and the Healthcare Reform Premium Review Work Group of the AAA.
- We invest directly in tools to better understand the market dynamics. An example is the annual Oliver Wyman carrier trend survey providing insight into pricing practices of different insurance carriers and health plans.

A collaborative approach focused on client needs and quality, relevant results. We believe the best consulting relationships are built on the concepts of teamwork, partnership, service, and quality, both in the coordination of our efforts within our firm and in our dealings with our clients. Quality is ensured through a thorough peer review process - such that at least two qualified actuaries are comfortable with the report findings.

2

Overview of Oliver Wyman

Oliver Wyman is a wholly-owned subsidiary of the Marsh & McLennan Companies (“MMC”) with its headquarters located at 1166 Avenue of the Americas, New York, New York. MMC’s predecessor was established in 1871, and later renamed Marsh & McLennan Companies in 1906. MMC’s main telephone number is 212-345-5000. MMC is a global professional services firm providing advice and solutions in the areas of risk, strategy, and human capital. MMC is a publicly-held company with approximately \$10 billion in annual revenue. Its stock (ticker symbol: MMC) is listed on the New York, Chicago, and London stock exchanges. The MMC companies are active in the following sectors: risk and insurance services through Marsh, Inc. and Guy Carpenter, and consulting through Mercer and the Oliver Wyman Group. MMC is incorporated in the State of Delaware.

Mercer is the foremost employer of actuaries in the world. Mercer’s more than 17,000 employees provide consulting services from 180 offices in the United States, Canada, the United Kingdom, and other parts of the world. The Oliver Wyman Group includes consultants with expertise in actuarial science, strategy, financial services (including insurance), brand management and economics. Oliver Wyman’s 3,300 professionals operate in more than 40 cities globally. The firm works with clients across a range of industries to deliver sustained shareholder value growth.

The Oliver Wyman Actuarial Consulting practice is part of Oliver Wyman Group and provides actuarial, financial, operational, and risk management services to a variety of clients including: insurance and financial service companies, health care providers, insurance regulators, governments, trusts, law firms, and corporations that retain risk. With over 50 members of the American Academy of Actuaries, Oliver Wyman, is one of the largest actuarial practices in North America.

An Experienced Health Actuarial Team

The health actuarial practice is headquartered in Milwaukee, Wisconsin, with an additional office in Chicago, Illinois. We have very experienced actuaries, including 17 credentialed actuaries. We have extensive experience supporting our clients for all major health insurance coverages including medical, dental, Medicare Advantage plans, Medicare Part D plans, long-term care, disability income, and other supplemental benefits. Many of our health actuaries served in various actuarial, underwriting and management roles at several Blue Cross Blue Shield plans, commercial insurers, other consultancies, and HMOs prior to joining Oliver Wyman.

Our actuaries are active participants in the profession. Some of the current and former positions held by our actuaries are:

- Member, Health Practice Council, American Academy of Actuaries
- Chairperson, Individual And Small Group Market Task Force, American Academy of Actuaries
- Chairperson, committee to develop standards for provider liabilities for the NAIC
- Member, Federal Long Term Care Task Force, American Academy of Actuaries

- Member, Healthcare Reform Premium Review Work Group, American Academy of Actuaries
- Member, Health Care Reform Benefits Work Group, American Academy of Actuaries
- Member, Risk Sharing Work Group, American Academy of Actuaries
- Member, Insurance Exchanges Work Group, American Academy of Actuaries
- Member, Individual Health Medical Loss Ratio Committee, American Academy of Actuaries
- Member, Professional Development Committee - Health and LTC Insurance Sections, Society of Actuaries

Proven Track Record of Working with State Insurance Departments

The Health Actuarial Practice of Oliver Wyman has provided extensive support to several insurance departments regarding legislative matters for over 20 years. We are familiar with the needs of both insurance regulators and market participants, and have demonstrated the expertise and capacity to meet those needs in a timely fashion with a quality work product. We also have the credentials and credibility to serve as expert witnesses during legal or regulatory proceedings. Our experience is more fully explained below, and includes:

- Rate filing reviews in Maine, Vermont, Illinois, North Carolina, Massachusetts, Virginia, and Kentucky
- Financial Exams in New York, Connecticut
- Providing expert witness testimony and support for the development of resultant briefs in Vermont and Maine.
- Health reform planning support and/or market analysis in Illinois, Massachusetts, Arizona, Hawaii and North Carolina

Our successful completion of this diverse set of projects across numerous regulatory clients is a testimony to our consulting philosophy that stresses collaboration and client input, the quality of our work product, and our project management approach that stresses regular communication with our clients and their counterparties and stakeholders. Many of the projects listed above included significant interaction with industry players.

Advantages of a Broader Consulting Firm

Our sibling companies have complementary resources that allow us to better understand the health insurance market, as well as provide us with additional tools and information to make our work more effective. Specifically, we have teamed up on numerous occasions with our Oliver Wyman Health and Life Science practice to assist our clients in responding to reform. Some representative samples of this collaboration include:

- We jointly developed a health reform model based on actual insurer information. Results of this modelling were published and released via press conferences.
- We supported a number of clients as they developed strategies to enter new geographies or new markets (e.g. Medicaid market entry, Medicare Advantage expansion)
- We are currently working with them to start up a health insurer entity for a health system looking to expand into the payer market.

3

Description of Services and Our Approach

Our Understanding of the Project

We understand the services requested by the OCI to include the following components:

- Actuarial review rate review of life and health related product filings, including but not limited to major medical, accident and sickness, Medicare Supplement, long term care, disability and credit lines of business. This may include the preparation of a written report and the requirement to provide testimony at rate hearings. We understand that initial reviews and reports at a minimum should be completed within 30 days.
- Provision of other management consulting services, including special reviews and/or analysis of life and health products for OCI. This may also include appearances before executive, legislative or judicial bodies to respond to actuarial questions, or to deliver reports.

We understand that all services will be performed under the direction of the Insurance Commissioner or his designee. Consistent with our consulting philosophy that emphasizes teamwork, we will provide all reports and actuary findings in draft form so you will be afforded the opportunity for input and commentary before we issue any final reports.

Project Approach and Methodology

Our proposed approach includes an initial kick-off and then an ongoing workplan for individual rate filings.

Initial Kick-off Meeting

We generally begin a new project with a kick-off meeting between OCI staff and key personnel at Oliver Wyman assigned to the project. This meeting will allow OCI and Oliver Wyman to discuss the execution of the project, including:

- Specific OCI requirements from the review, including specific items that OCI may want increased focus on, items that the OCI may consider out of scope (e.g. compliance with mandated benefits, review of network, etc.). As part of this Oliver Wyman and OCI will work to refine a rate review checklist for the 2-3 most common filing types.
- Desired review workflow, including how and when filings may be assigned to Oliver Wyman, the approach for communications with OCI and desired timing for any interim steps prior to delivery of interim reports
- Report requirements, including considering refinements to report templates based on OCI and Oliver Wyman experience
- Project management items, including the frequency of progress updates and status meetings

The following is a description of our proposed work plan.



Assignment and Check for Completeness

The first level of our review is assigning a filing to a reviewer and establishing that a filing is complete based on the applicable rules and regulations.

A typical approach to for this include:

1 Receipt	OCI assigns the rate filing to Oliver Wyman (client manager), typically within SERFF, and sends an email notifying Oliver Wyman of the assignment.
2 Log	The filing is logged into the Oliver Wyman rate-filing database tracking key elements of the filing: for example, the date filing received, company name, type of product (individual, small group), effective date of rates, due date and Oliver Wyman reviewer
3 Assign	The Oliver Wyman client manager will assign the rate filing to one of the actuaries listed in the proposed team and support staff. The assignment of the actuary will be based on expertise required, knowledge of the filing (through previously reviewed filings), and current workload of the actuary. This assignment will be made within one business day of receipt of the filing.
4 Check	The Oliver Wyman assigned team will check the filing for completeness against the minimum requirements based on applicable rules, regulations or bulletins published by OCI. This check will be concluded as soon as possible, mostly within 3 business days after assignment. Additionally, the check will also include a review of other related filings for the same entity, e.g. to check for cumulative trend increases across multiple filings, or for consistent application of the single risk pool. (While we would anticipate all products/plans offered in the market by a company will be filed in one “filing” since companies are required to utilize an index rate for the entire market, we have found this is not always the case. Where multiple filings are submitted the reviewer has to ensure the multiple filings are consistent with regard to the single risk pool and index rate as part of the initial check.)

If a filing is found to be incomplete, OCI will be notified as soon as possible of the missing items and its impact on the Oliver Wyman review of the filing. Based on a discussion with OCI, we will agree the approach to be adopted, e.g. continuing the review pending additional information, or pending the review as appropriate.

Review and Discuss

Assuming the outcome from the completeness check is to proceed with the review, the assigned team will review the key components of the filing.

5 Review	<p>The assigned actuary would include in the review a range of items, including review of trend, credibility, lapse assumptions, durational factors, geographical factors, loss ratios, rating bands etc. This review will follow any rate review checklists agreed with OCI as part of the kickoff meeting – a sample checklist for major medical filings are included below.</p> <p>The assigned actuary will, in his review, be able to rely on a number of Oliver Wyman tools, including our trend analysis tool, our completion factor tool, and our proprietary pricing model to determine the reasonableness of benefit factors.</p>
6. Discuss	<p>We will meet with OCI to discuss draft findings from the review, including items that require decisions by OCI on how to pursue. This will take place within 2 weeks of filings being assigned. This discussion will typically be done as part of the standing status meetings, unless circumstances dictate a separate meeting.</p>

Assigned actuaries will execute the review in accordance with rate review checklists, where these have been agreed with the OCI. These are detailed documents and not replicated here. In the case of major medical products, the rate review checklist would include specific guidance for the review, including:

- Analysis of the single risk pool (base experience review)
- Earned premium levels and premium at current rates
- Review of the development of the index rate for the market
 - Medical cost trend
 - Impact of deductible leveraging
 - Predicted changes in population
- Review EHB substitutions
- Review of the manual rate development
 - Credibility of information
- Review of allowable market level adjustments
 - Reinsurance charges
 - Risk transfer payments and charges
- Review of allowable plan level adjustments
 - Actuarial value
 - Provider network and case management adjustments
 - Non-essential health benefits additions
 - Development of catastrophic factor / rates
- Review of the metal level AV
 - Check of standard AV amounts
 - Check of development of alternative calculations for AV for unique benefit designs
- Target loss ratios expected in the rates
 - Expected loss ratio compared to target
 - Review of minimum loss ratio requirements and lifetime loss ratio tests (if applicable)
- Generation of rates
 - Verification they all use the index rate as the basis
 - Application of allowable factors (age factors, smoking status factors, area, tier)
- Explicit consideration of Compliance items
 - Review of rating methodology and compliance with Actuarial Standards of Practice
 - Compliance with state statutes, regulations and bulletins

Interim Report and Ongoing Support

Based on the discussion with OCI the assigned actuary will work to support OCI through the conclusion of the review

7 Questions	We understand that all communications with the filing companies under this agreement will be undertaken by OCI directly. To support OCI, the Oliver Wyman assigned actuary will draft specific questions that OCI may want to ask of the filing company, based on items identified in the initial review,
8 Interim Report	Based on the initial review and discussion with OCI, we will produce a report documenting our initial review and findings. This report will be submitted to OCI within 30 days of receipt of the filing from OCI.
9 Ongoing Support and Rate Hearing	The assigned actuary will review any additional information provided by the filing company as agreed with OCI. The outcome of this review may be additional questions or a revised report on findings from the review. In a very limited number of cases a rate filing may result in a rate hearing. The timing for the work plan of a rate filing that goes to a rate hearing is difficult to estimate. In our experience, rate filings that go to a rate hearing generally take about three months to finish. The review process before the rate hearing takes about four to six weeks to complete. There is usually about a two week period to complete the briefs and the decision can take up to one month. We will work with OCI to meet your needs and timing of any rate hearings.

Project Management

Weekly Status Reports

On a weekly basis, the client manager will provide OCI with a status report that shows the progress and status of each rate filing Oliver Wyman is reviewing. We have found that this process keeps the rate filings on track and ensures timely completion.

Weekly Status meetings

We propose to hold weekly status meetings with OCI and key Oliver Wyman staff. During these meetings, we will discuss the progress of the rate filings, any unusual items discovered during the reviews, and potential issues that need to be addressed. We have found these meetings very informative and helpful during our work with other State regulators and agencies in the past and recommend this process. In periods where fewer filings are being reviewed this meeting serves as a formal touch point to address items related to the contract or the review process. These meetings also provide a forum to discuss any additional analyses required by OCI, to discuss adjustments to the process or reports, new projects outside typical scope, etc.

Timely Responses

All inquiries from OCI will be responded to in a timely manner. We agree to the following performance goals:

1. All email and telephone inquiries will be responded to on the same business day, when in the office.
2. All email and telephone inquiries will be responded to within one business day when out of the office but within the United States.
3. All email and telephone inquiries will be responded to within two business days when out of the United States.

Please note that when primary contacts are out of the office, a back-up is assigned for each client so that these inquiries can usually still be responded to the same day they are received. If a primary contact will be out of the office for an extended period of time (e.g., one week or more) we will notify the Department ahead of time, informing them of a back-up to contact during that period.

4

Relevant Experience

Oliver Wyman brings a wealth of relevant experience to the OIC that would promote the efficient and effective review of health filings. These include providing:

- Similar services to those requested in the RFP to other State regulators
- Support to regulators to refine their processes for rate reviews
- Support to commercial plans in submitting rate filings to their respective regulators, allowing us to gain a first-hand industry perspective of the process.

Reviewing Rate Filings and Participation in Rate Hearings

Oliver Wyman has provided and continues to provide health actuarial services as advisors to regulators on various actuarial engagements including rate filing reviews, reserves and liabilities, capital adequacy and sufficiency, and other actuarial items. We currently review rate filings for several Departments of Insurance and/or Attorney Generals offices; in addition, we have performed rate reviews for federal agencies including Medicare Advantage bids for CMS. We review the rate filings of not-for-profit insurance companies, for-profit insurance companies and HMOs for policies ranging from medical insurance for individual and small employer groups to dread disease, and Medicare supplement. We have also performed reviews on long term care products in Hawaii, Massachusetts, Vermont and Virginia. Our relationships with some states extend well beyond 20 years.

In general, our reviews consist of analyses of a company's actual experience, as well as comparisons of risk and/or rating factors to industry norms and our internal database. Our reviews encompass the formulation of opinions regarding the adequacy and appropriateness of the proposed rates that is consistent with the regulatory authority allowed in each state. In all of our reviews, we provide the regulatory agency with our opinion in a letter or formal report. In those cases where we do not find the proposed rates reasonable, our report contains a detailed description of the issue and assumptions that we do not agree with as well as alternative recommendations and the impact on the rate. Listed below we have provided a brief summary of the services provided to our current regulatory clients. Some example engagements are shown below:

Sample Client	Summary of Services	Oliver Wyman Team Members
Illinois Department of Insurance	<ul style="list-style-type: none"> • Establish a rate review checklist to be used with each rate increase filing • Perform rate reviews for non-grandfathered increases and QHPs • Verify the reasonableness of assumptions, including trend, claims adjustments, administrative assumptions etc. • Work with the Department on issues identified in reviews • Deliver updates to the Governor's office, present findings to the Health Reform Implementation Council and support the Department in discussions with the board of the Illinois high risk pool. 	Jac Joubert Beth Fritchen Ryan Mueller Kelly Backes
Maine Attorney General	<ul style="list-style-type: none"> • Review the rate methodology and pricing assumptions. Verify the reasonableness of assumptions, such as trend rates, completion factors etc. • Provide an independent calculation and pre-filed testimony 	Beth Fritchen Jac Joubert Tammy Tomczyk

	<ul style="list-style-type: none"> Participate in rate hearings as required and provide post-hearing support by helping with the writing of the briefs. 	
Kentucky Attorney General	<ul style="list-style-type: none"> Review rate filings for individual and small group medical products Determine that the pricing developed follows applicable Actuarial Standards of Practice and meet the requirements of state regulations and laws. Review of the pricing methodology, assumptions (such as trend, duration, lapse rates, shock lapses, benefit factors, etc.), data and calculations for consistency with previous filings, consistency with industry norms and reasonableness against our internal database 	Beth Fritchen Diana Welch Kelly Backes
CCIIO	<ul style="list-style-type: none"> Provide advice on various strategies for rate review processes within the FFEs and approaches for collaborating with other regulatory agencies and states Providing industry expertise in the areas of rate development Developing standard operating procedures for actuarial reviews Working with client staff in the development of data collection templates Working with software developers creating rate review tools 	Beth Fritchen Dianna Welch Tammy Tomczyk

Other states: We have supported , or continue to support a number of States not listed above with their rate reviews, including Hawaii, Massachusetts, Vermont, Arizona, and Virginia

Assisting Regulators in Developing or Enhancing their Rate Review Process

Our experience working for regulators goes beyond the normal actuarial review of rate filings and financial examinations. We have supported regulatory agencies as they have reviewed their rate review process, in many cases this was done in support of health reform strategies.

Sample Client	Summary of Services	Oliver Wyman Team Members
North Carolina Department of Insurance	<ul style="list-style-type: none"> Assist the department with preparation for rate increase review procedures after the implementation of the ACA. Develop rate review templates, such as trend analysis templates, IBNR checks, etc. Provide a desk review manual for North Carolina staff to use during the review Be available to provide independent reviews, as needed for the Essential Health Benefits substitution and the review of the Actuarial Values that utilize an alternative calculation 	Tammy Tomczyk Dianna Welch Kelly Backes Josh Sober Beth Fritchen
Massachusetts Division of Insurance (Dol)	<ul style="list-style-type: none"> Work with the Dol as they drafted regulations to implement the Massachusetts law providing for expanded rate review. Interview regulators and collect information on regulatory structure, major bulletins issued, information typically collected across multiple states Support the Dol to improve data consistency through consistent definitions, and mechanisms to evaluate the reasonableness of assumptions underlying rates Perform studies on market trends for various agencies in Massachusetts 	Dianna Welch Beth Fritchen

Other states: We have provided similar support to regulators in Maryland and California. Our work for CCIIO also included work related to the development of a rate review process

Special reviews and/or analysis for State Clients

Similar to the services contemplated by OCI, we have supported a number of state agencies in performing special reviews and analysis of the market, similar to what OCI may potentially want to undertake. Some examples:

- We supported a number of analyses for the Massachusetts Center for Health Information and Analysis (CHIA). These included an analysis of the change in premiums separately for individuals, small groups, and large groups, and the portion of the premium trend attributable to changes in demographics and benefits, administrative expenses and profit, and the underlying cost of care. Similarly we performed studies on Total Medical Expenses (TME) and Relative Price, by metrics such as payer, region, and primary care physician group practice. A sample report can be accessed from CHIA at <http://www.mass.gov/chia/docs/r/pubs/13/relative-price-variation-report-2013-02-28.pdf>.
- We provided for the California Department of Managed Health Care a comprehensive analysis of the top eight managed care companies operating in California. This analysis included a review of economic metrics of California compared with the rest of the nation. Items included general coverage levels, benefits, and cost trends, market share by carrier in the various submarkets (e.g., individual, small group, large group, Medicaid, Medicare, self-insured, etc.), and carrier financial performance, including profitability, loss ratio, and administrative cost trends.

Pricing Support and Rate Filings for Commercial Clients

Oliver Wyman has a number of health plan and insurance clients where we provide pricing and rate filing services. This gives us practical experience of the requirements placed on market participants by insurance laws and regulation. Some specific items to note that will provide an indication of the breadth of our experience:

- For the 2014 rate cycle, we have supported our various clients in developing rate submissions for well over 40 states.
- Our pricing work spans a range of products including the medical area products as diverse as individual and small group major medical, Medicare Advantage, Medicare Supplement, and Stop Loss Insurance.
- Our clients vary from new insurance entities created in response to reform, to established multi-market companies, from provider-owned plans, to not-for-profit and for-profit health plans, across HMO, POS and PPO products.

5

Staff Qualifications

We believe that our staff has all the qualifications as outlined in the RFQ to successfully deliver the services outlined.

6.1 FSA/MAAA Designation

More than half of our staff are credentialed consultants who are members of the American Academy of Actuaries and meet the requirements of the American Academy of Actuaries Qualification Standards for public service actuaries issuing Statements of Actuarial Opinion in the Health arena.

Name	Title
Jac Joubert, FSA, MAAA	Principal
Dianna Welch, FSA, MAAA	Principal
Kurt Giesa, FSA, MAAA	Partner and Practice Leader
Beth Fritchen, FSA, MAAA	Partner
Tammy Tomczyk, FSA, MAAA	Principal
Karen Bender, ASA, MAAA	Principal
David Kerr, ASA, MAAA	Principal
Chris Carlson, FSA, MAAA	Principal
Marc Lambright, FSA, MAAA	Principal
Glenn Giese, FSA, MAAA	Principal
Joshua Sober, FSA, MAAA	Principal
Ryan Mueller, FSA, MAAA	Senior Consultant
Kelly Backes, FSA, MAAA	Senior Consultant
Randy Fitzpatrick, FSA, MAAA	Senior Consultant
Ryan Schultz, FSA, MAAA	Senior Consultant
Zach Smith, ASA, MAAA	Consultant
Peter Scharl, FSA, MAAA	Consultant

6.2 Experience greater than 5 years with life and health products

Jac Joubert, FSA, MAAA will be a primary point of contact for the OCI and responsible for managing the day to day associated with this project. Jac has over 10 years of experience in the health insurance industry. In 2013 he has provided rate review services for clients in Illinois and Maine. He also supported commercial clients in submitting 2014 small group filings in a number of states.

Dianna Welch, FSA, MAAA, along with Jac will be a point of contact for the OCI. Dianna has over 15 years of experience as a health actuary. Dianna has several years of experience working for health insurers, as well as supporting state regulators since joining Oliver Wyman in 2008. Dianna supported the State of Massachusetts in implementing their expanded role in reviewing and approving small group health insurance premium rates.

In addition to Jac and Dianna, additional Oliver Wyman staff will be used as needed to review rate filings to ensure all due dates and time frames required by the OCI are met. Bios from key individuals on the team are included in an Appendix to our response. Our team is available to begin the project as soon as possible after the effective date of the contract.

6.3 Experience greater than 5 years with long term care products

Included in our team is David Kerr, an experienced long term care actuary with more than 20 years of experience. His experience includes review of long term care rate filings in a number of states, including Massachusetts and Vermont. David’s bio is included in the Appendix of key personnel.

Tammy Tomczyk, also included in our response has experience performing rate reviews for long term care products In Hawaii and Arizona.

6.4 Knowledge of ASOP 8

As stated in 6.1, a significant share of our staff is credentialed actuaries qualified to provide Statements of Actuarial Opinion in the Health area. Our staff follows the guidance when filing regulatory filings for products, including ASOP 8 for health products.

6.5 Experience providing rate review services to States

The members of our team have significant experience providing rate review services to States. Our corporate experience in this area was outlined in an earlier section. Some of the experience of specific members of our team is shown in the table below.

Name	States
Jac Joubert	Illinois, Maine
Dianna Welch	North Carolina, Massachusetts, Kentucky, Virginia
Beth Fritchen	Illinois, Kentucky, Maine, Massachusetts, Vermont, Virginia
Tammy Tomczyk	Arizona, Hawaii, Maine, North Carolina, Vermont, Virginia
Kelly Backes	Illinois, Kentucky, North Carolina, Virginia
David Kerr	Massachusetts, Vermont

6

Additional Contracting Requirements

7.1 Contract Manager

Jac Joubert, FSA, MAAA, will be the Contract Manager for this engagement. His contact details are as follows:

Contract Manager	Jac Joubert
Telephone Number	+1 312 345 3327 (o) +1 312 340 7464 (m)
Fax Number	+1 312 345 3301
Email address	jac.joubert@oliverwyman.com
Address	155 North Wacker Drive, Suite 1500, Chicago, IL 60606

7.2 Conflicts of Interest

Consistent with the response to Question 13 of Addendum 1 published in connection with this RFQ, should there be a conflict of interest with regard to the review of any carrier in the individual or group market, we will select an actuary on staff with no conflict of interest in regard to the carrier to review the filing.

None of the key individuals as proposed for this engagement have any known conflicts of interest.

Oliver Wyman has provided consulting services to Celtic Insurance company (Celtic) for their rate filings, including for their filings in West Virginia. None of the individuals involved in support to Celtic will participate in any reviews related to Celtic.

7.3 Desired contracting changes

We have typically been able to successfully contract with many State and Regulatory entities. Per the response to Question 8 of Addendum 1, we understand that there may be some flexibility on the terms and conditions of the contract.

Oliver Wyman is willing to discuss and consider alternatives that are mutually acceptable to Consultant and OCI. We are committed to taking a practical and efficient approach to the contracting process and reaching agreement without undue delay. At a minimum, we request to include a limitation of liability provision substantially similar to the following:

“Notwithstanding anything herein to the contrary (i) neither Supplier nor the Client will be liable to the other in connection with the services to be provided by Supplier hereunder or any matter relating to such services for any indirect, special, punitive, consequential or incidental damages, including loss of profits, and (ii) Supplier will not be liable to the Client to the extent any claim or claims individually or in the aggregate exceed the total professional fees paid to Supplier for the services pursuant to the applicable Statement of Work.”

7.4 Addendum Acknowledgment

The acknowledgment of Addendum 1, as required by the RFQ, is included on the following page.

ADDENDUM ACKNOWLEDGE FORM
SOLICITATION NO.: INS14014

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgement form. Check the box next to each addendum received and sign below.

Failure to acknowledge addenda may result in bid disqualification.

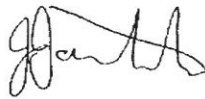
Acknowledgement: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

Addendum Numbers Received: (Check the box next to each addendum received)

- | | |
|--|--|
| Addendum No. 1 <input checked="" type="checkbox"/> | Addendum No. 6 <input type="checkbox"/> |
| Addendum No. 2 <input type="checkbox"/> | Addendum No. 7 <input type="checkbox"/> |
| Addendum No. 3 <input type="checkbox"/> | Addendum No. 8 <input type="checkbox"/> |
| Addendum No. 4 <input type="checkbox"/> | Addendum No. 9 <input type="checkbox"/> |
| Addendum No. 5 <input type="checkbox"/> | Addendum No. 10 <input type="checkbox"/> |

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

Oliver Wyman Actuarial Consulting Inc.
Company



Authorized Signature

2/3/14
Date

NOTE: This addendum acknowledgement should be submitted with the bid to expedite document processing.

7

Pricing

The pricing page provided in the RFQ has been included as a separate cost proposal.

8

Resumes

Jac Joubert, FSA, FIA, MAAA

<p>Jac Joubert Principal</p> <p>155 North Wacker Drive Suite 1500 Chicago, IL 60606</p> <p>Tel 312 345 3327 Fax 312 345 3301 Cell 312 340 7464</p> <p>www.oliverwyman.com</p> <p>Professional History</p> <ul style="list-style-type: none"> ▪ Senior Manager / Deloitte Consulting (2008 – 2013) ▪ Director / Discovery Holdings (2005 - 2008) ▪ Actuary / Liberty Life (S.A.) (2001 – 2005) <p>Professional Memberships</p> <ul style="list-style-type: none"> ▪ Fellow of the Society of Actuaries (2008) ▪ American Academy of Actuaries (2007) ▪ Fellow of the Institute of Actuaries, UK (2005) <p>Education</p> <ul style="list-style-type: none"> ▪ University of Pretoria, B.Com. Insurance Science. <i>Cum</i> 	<p>Jac Joubert is a Principal in the Chicago, IL office of Oliver Wyman Actuarial Consulting, Inc. He specializes in health care and insurance consulting. His primary responsibilities are to provide actuarial consulting services to health insurers, HMOs, and state regulatory agencies; with a recent focus on supporting clients in responding to the changes related to health care reform.</p> <p>Jac has provided actuarial consulting services for over five years. Prior to joining Oliver Wyman, Jac had experience in providing analytical support to clients on the financial impacts of reform; including from the introduction of marketplace Exchanges and the coding transition to ICD-10.</p> <p>Professional Experience</p> <ul style="list-style-type: none"> ▪ Actuarial and Financial Consulting to health care clients, mainly health plans. Sample experience includes supporting development of analytical, reporting and modeling capabilities required due to reform changes, supporting plans in structuring analytics activities, and quantifying and addressing financial risks of the transition to ICD-10 ▪ Perform and audit calculation of liability estimates, forecasts, and reserves for accident and health benefits ▪ Review of analytical and reserving processes within health plans ▪ Pricing and product development experience for health, wellness and group insurance products ▪ Design and review of financial modeling and management reports, including development and review of financial forecast models, and participating in due diligence reviews in support of M&A activities ▪ Support very large employer health and disability plans, including experience reviews, benefit modeling, pricing, valuation support, health reform impact assessments <p>Professional Activities</p> <ul style="list-style-type: none"> ▪ Jac is a member of the American Academy of Actuaries and member of the Academy Risk Sharing Work Group
--	---

Dianna K. Welch, FSA, MAAA

<p>Dianna K. Welch Principal</p> <p>411 East Wisconsin Avenue Suite 1300 Milwaukee, WI 53202-4412</p> <p>Tel 414.277.4657 Fax 414.223.3244 Cell 262.501.3600</p> <p>www.oliverwyman.com</p> <p>Professional History</p> <ul style="list-style-type: none"> ▪ Principal / Oliver Wyman Actuarial Consulting, Inc. (2008-Present) ▪ Actuary / Blue Cross Blue Shield of Massachusetts (2004-2008) ▪ Actuary / Metropolitan Life Insurance Company (1999-2004) ▪ Actuarial Assistant / The Principal Financial Group (1996-1999) <p>Professional Memberships</p> <ul style="list-style-type: none"> ▪ Fellow of the Society of Actuaries (2000) ▪ American Academy of Actuaries (2000) ▪ Member of American Academy of Actuaries Small Group Market Task Force (2010-Present) ▪ Member of American Academy of Actuaries Exchanges Workgroup (2010) <p>Education</p> <ul style="list-style-type: none"> ▪ University of Wisconsin - Madison, B.B.A., Actuarial Science, <i>with distinction</i> 	<p>Dianna is a Principal in the Milwaukee, WI office of Oliver Wyman Actuarial Consulting, Inc. Her experience with health insurers includes the development of group medical and dental premium rates for small and midsize employers, the development of trends, administrative expense analysis, product design and new product pricing, setting of physician fee schedules, estimating actuarial liabilities, financial reporting, financial planning, preparing regulatory filings, responding to market conduct reviews, and performing legislative analysis including healthcare reform impact analyses. Her experience with regulators includes reviewing regulatory filings, performing mandated benefit studies, analyzing the financial condition of health insurers, and special studies such as market analyses, trend analyses, and student health plan analyses. She has extensive experience studying the impacts of Massachusetts' and national health reforms.</p> <p>Dianna has provided actuarial services for 17 years. Prior to joining Oliver Wyman, Dianna was a health pricing actuary at Blue Cross Blue Shield of Massachusetts. Her primary responsibilities were setting trends, setting rates for small and midsize employers, legislative analysis, and product design and new product pricing.</p> <p>Professional Experience</p> <ul style="list-style-type: none"> ▪ Setting group commercial health insurance trends and premium rates, including dental insurance. ▪ Analyzing the impact of legislative proposals on health insurers including Massachusetts and national health care reform initiatives. ▪ Setting incurred but not reported reserves for health insurers. ▪ Designing and pricing new group and individual health insurance products. ▪ Reviewing regulatory filings prepared and submitted by health insurance companies. <p>Publications</p> <ul style="list-style-type: none"> ▪ Camire, Jon and Welch, Dianna; Turning Debate Into Action, Contingencies September/October 2006 ▪ Welch, Dianna, Premium Levels and Trends in Private Health Insurance Plans, February 2010 ▪ Welch, Dianna and Giesa, Kurt, Analysis of Individual Health Coverage in Massachusetts Before and After the July 1, 2007 Merger of the Small Group and Nongroup Health Insurance Markets, June 2010 <p>Speaking Engagements and Professional Activities</p> <ul style="list-style-type: none"> ▪ Actuarial Society of Greater New York, MA Health Care Reform Legislation, November 2006 ▪ Expert witness, Massachusetts Division of Health Care Finance and Policy Health Care Cost Trend Hearings, March 2010 and June 2011 ▪ Keynote speaker at 2011 Casualty Loss Reserve Seminar
---	--

Beth R. Fritchen, FSA, MAAA

<p>Beth Fritchen Partner</p> <p>155 North Wacker Drive, Suite 1500 Chicago, IL 60606</p> <p>Tel 312.345.3378 Fax 312.345.3301 Cell 262.501.6086</p> <p>www.oliverwyman.com</p> <p>Professional History</p> <ul style="list-style-type: none"> ▪ Partner / Oliver Wyman Actuarial Consulting, Inc. (1989 – Present) ▪ Actuarial Analyst / Wisconsin Physician's Services (1988 - 1989) <p>Professional Memberships</p> <ul style="list-style-type: none"> ▪ Fellow of the Society of Actuaries (2002) ▪ American Academy of Actuaries (1995) <p>Education</p> <ul style="list-style-type: none"> ▪ University of Wisconsin - Madison, B.S., Mathematics with an emphasis in Actuarial Science 	<p>Beth Fritchen is a Partner in the Chicago office of Oliver Wyman Actuarial Consulting, Inc. She has been with Oliver Wyman for over 20 years. Her primary responsibilities are in the area of health insurance consulting. In particular, she provides consulting services to state regulatory agencies, health insurance companies, and health care providers.</p> <p>Beth has provided actuarial consulting services for nearly 25 years. Her present responsibilities include product development for managed care and traditional plans, trend analysis, review of filings for state insurance departments, fee schedule analysis, financial management and forecasting, compliance, underwriting issues, provider capitation development, mental health pricing, Medicare capitation development, Medicaid capitation development, reserve analysis, and legislative analysis. She has performed forecasting and financial valuations for start-up organizations, as well as for potential mergers and acquisitions.</p> <p>Beth has participated in many rate hearings over her career with Oliver Wyman. She is recognized as an expert in the individual health insurance market, as well as in the Medicare supplement insurance market.</p> <p>Professional Experience</p> <ul style="list-style-type: none"> ▪ Developing Medicaid capitation rates for managed health care plans. ▪ Financial reporting and forecasting for health insurance plans. ▪ Pricing of individual and group health insurance rates. This includes manual rates for the small group business as well as experience rating large group business. ▪ Quantifying the financial impact of legislative proposals for health plans as well as consumers. ▪ Trend analysis for small group, individual and other medical products. <p>Publications</p> <p>She has co-authored several papers including "Government-Sponsored Health Insurance Purchasing Arrangements: Do They Reduce Costs or Expand Coverage for Individuals and Small Employers," "Impact of Association Health Plan Legislation on Premium and Coverage for Small Employers," "Impact of Prior Approval Requirements for Rate Changes of Small Employers Group and Individual Health Policies," and the semi-annual Oliver Wyman Trend Survey.</p>
--	--

Tammy P. Tomczyk, FSA, MAAA

<p>Tammy Tomczyk Principal</p> <p>411 East Wisconsin Avenue Suite 1300 Milwaukee, WI 53202</p> <p>Tel 414.223.7988 Fax 414.223.3244 Cell 414.333.0796</p> <p>www.oliverwyman.com</p> <p>Professional History</p> <ul style="list-style-type: none"> ▪ Principal / Oliver Wyman Actuarial Consulting Inc. (2000-Present) ▪ Actuary / United Wisconsin Services, Inc. (1994-2000) ▪ Underwriter / United Wisconsin Services, Inc. (1992-1994) <p>Professional Memberships</p> <ul style="list-style-type: none"> ▪ Fellow of the Society of Actuaries (2004) ▪ Member American Academy of Actuaries (2001) ▪ Fellow of the Life Office Management Association (1995) ▪ Associate of the Health Insurance Association of America (1993) ▪ Member, American Academy of Actuaries Healthcare Reform Premium Review, Health Care Reform Benefits, Actuarial Value, and Insurance Exchanges workgroups <p>Education</p> <ul style="list-style-type: none"> ▪ University of Wisconsin – Whitewater, B.B.A., Finance and Mathematics, <i>cum laude</i> 	<p>Tammy Tomczyk is a Principal in the Milwaukee, WI office of Oliver Wyman Actuarial Consulting, Inc. Tammy has 21 years of experience and provides consulting services to insurers, providers and regulators on all types of health insurance issues. In addition to having experience pricing both traditional and managed care products, Tammy has also priced dental, vision, Medicare supplement, limited benefit, critical illness and prescription drug programs.</p> <p>Tammy is heavily involved in healthcare reform. She has assisted several states enhance their rate review processes to achieve effective rate review status as defined by HHS and performed studies to assist states in the development of state based exchanges. She is also assisting her commercial clients prepare for the changes that reforms will bring. Tammy is the primary author of the practice’s healthcare reform micro-simulation model and oversees the commercial pricing model for the practice.</p> <p>Professional Experience</p> <ul style="list-style-type: none"> ▪ Assisting health plans develop pricing and product strategies for the post-2014 reformed market. ▪ Assisted several states plan for the implementation of state based Exchanges. ▪ Assisted CCIIO in the development of the rate review requirements for the federal fallback Exchanges. ▪ Assisted several states with the implementation of effective rate review programs. ▪ Tammy is considered an expert in the small group market and has prepared small group certifications in over 30 states. ▪ Primary author of Oliver Wyman’s Healthcare Reform Microsimulation Model. ▪ Responsible for the creation and maintenance of the Practice’s medical rating software used nationwide to price traditional and managed care products, as well as the development of various quoting and merit rated underwriting models. ▪ Performs actuarial pricing reviews for commercial group blocks of business. ▪ Performs comprehensive reviews of new business and renewal underwriting strategies. ▪ Pricing, preparation, certification and audit of Medicare Advantage Part C and Part D bids. ▪ Review of regulatory health filings for several state departments of insurance. <p>Professional Activities</p> <ul style="list-style-type: none"> ▪ Expert witness providing testimony at hearing for the states of Maryland, Vermont and Virginia. ▪ Co-author of several reports and studies related to the Affordable Care Act. ▪ Tammy has authored several study manuals and other materials used by students preparing for the Society of Actuaries exams.
---	---

Kelly S. Backes, FSA, MAAA

<p>Kelly S. Backes Senior Consultant</p> <p>411 East Wisconsin Avenue Suite 1300 Milwaukee, WI 53202-4412</p> <p>Tel 414.277.4654 Fax 414.223.3244 Cell 414.899.1450</p> <p>www.oliverwyman.com</p> <p>Professional History</p> <ul style="list-style-type: none"> ▪ Consultant / Oliver Wyman Actuarial Consulting (2008-Present) ▪ Actuary / Assurant (2002-2008) <p>Professional Memberships</p> <ul style="list-style-type: none"> ▪ Fellow of the Society of Actuaries (2008) ▪ American Academy of Actuaries (2006) <p>Education</p> <ul style="list-style-type: none"> ▪ University of Wisconsin - Milwaukee, B.S., Mathematics –Actuarial Science and Economics, <i>Honors Degree</i> 	<p>Kelly is a Senior Consultant in the Milwaukee, WI office of Oliver Wyman Actuarial Consulting, Inc. She provides consulting services to health insurers, managed care organizations, and state regulatory agencies. Her present responsibilities include pricing of health benefits, health insurance rate filings, forecasting, reserving and analysis of managed care pricing.</p> <p>Kelly has provided actuarial consulting services for over 10 years. Prior to joining Oliver Wyman, Kelly was an actuary with Assurant Health. Her primary focus was the pricing of renewal rates for the individual medical line. Kelly's other responsibilities included supporting retention initiatives, managing the implementation of rates, and supporting form discontinuance rollovers. Kelly started her career at Assurant Health providing analytics for underwriting initiatives and analyses.</p> <p>Kelly is a Fellow of the Society of Actuaries and a member of the American Academy of Actuaries.</p> <p>Professional Experience</p> <ul style="list-style-type: none"> ▪ Forecasting financial performance for individual, small group, and large group lines of business. ▪ Develop reserve estimates. ▪ Preparing and reviewing/auditing Medicare MA and PD bids. ▪ Reviewing regulatory health filings for several state departments of insurance. ▪ Pricing of individual and small group health products. ▪ Supporting the implementation of rates. ▪ Providing analytical and pricing support for form discontinuance and rollover. ▪ Performing analyses and studies for retention and underwriting initiatives.
---	---

David E. Kerr, ASA, MAAA

<p>David Kerr Principal</p> <p>Three Logan Square 1717 Arch Street, Suite 1100 10th Floor Philadelphia, PA 19103</p> <p>Tel 215.864.3616 Fax 215.640.8616 Cell 267.210.6377</p> <p>www.oliverwyman.com david.e.kerr@oliverwyman.com</p> <p>Professional History</p> <ul style="list-style-type: none"> ▪ Principal / Oliver Wyman Actuarial Consulting, Inc. (2010 - Present) ▪ Principal & Co-Owner / DaVinci Consulting Group (2007 - 2010) ▪ Principal/Consulting Actuary / Wakely Actuarial Services, Inc. (2005 - 2007) ▪ Vice President/Chief Actuary / AF&L Insurance Company (2002-2005) ▪ Senior Actuarial Manager / KPMG, LLP (1993 - 2002) ▪ Vice President/Consulting Actuary/QED Consulting Group (1990 – 1993) ▪ Assistant Vice President & Actuary/Union Fidelity Life Insurance Company (1984 – 1990) <p>Professional Memberships</p> <ul style="list-style-type: none"> ▪ Associate in the Society of Actuaries (1985) ▪ Member in the American Academy of Actuaries (1986) <p>Education</p> <ul style="list-style-type: none"> ▪ Lebanon Valley College, BS, Actuarial Science 	<p>David Kerr is a Principal in the Philadelphia, PA office of The Actuarial Practice of Oliver Wyman. He has provided actuarial consulting services and served as a corporate actuary for 29 years. David has extensive experience with pricing, valuations, reinsurance and financial projections of various types of insurance products, including Long Term Care, Medicare Supplement, major medical, disability income, specified disease, AD&D, critical illness and simple-issue life products. David’s client work has involved insurance carriers, reinsurers, HMOs, state insurance regulators, accounting firms, management consultants, group associations, employers, state government agencies and other entities.</p> <p>Professional Experience</p> <ul style="list-style-type: none"> ▪ Pricing, profitability, and competitive market analyses ▪ Design and review of rate structures and benefit plans ▪ Preparation of new product rate filings ▪ Review and preparation of rate increase filings ▪ Financial projections of existing and new blocks of business ▪ LTC claim incidence, claim termination, lapse and mortality studies ▪ Cash flow testing and asset adequacy analysis ▪ Statements of Actuarial Opinion as Appointed Actuary ▪ Statutory, GAAP and tax reserve valuations ▪ Development of customized claim reserve systems and solutions ▪ Reinsurance program evaluations ▪ Appraisals of blocks of business for merger or acquisition ▪ LTC group program support ▪ Design of experience monitoring and reserve valuation systems ▪ Audit of balance sheet liabilities for insurance companies, HMOs, other managed care organizations and self-insured plans <p>Professional Activities</p> <ul style="list-style-type: none"> ▪ Elected Council member of the Long Term Care Insurance Section of the Society of Actuaries (2008-2010) ▪ Elected member of the Professional Development Committee of the Society of Actuaries, represented the Health and Long Term Care Insurance Sections (2009-2011). ▪ ILTCI Conference Association: Board (2012-Present), Executive Committee (2010-Present), Organizing Committee (2007-Present), Chair/Management track and Producer/Moderator of CEO Forum (2007-2011), Conference co-Chair (2011-2012). ▪ Member of the Valuation Actuary Symposium Planning Committee of the Society of Actuaries (2006 and 2007). ▪ Member of the Federal LTC Task Force of the American Academy of Actuaries (2008 – Present) ▪ Various other committees of the AAA and SOA.
---	---

9

Proof of Licensing/Certification

Attached our screenshots from the SOA website indicating proof of licensing.

Member Detail - Print - Windows Internet Explorer
<https://www.actuarialdirectory.org/SearchDirectory/MemberDetailPrint/tabid/250/Default.aspx?CustomerRecord=5BqjCQC80dMRFVorNXy6ME79>

Jac Joubert

Personal Information Jac Joubert	Designations FIA 2004 MAAA 2007 FSA 2008
	SOA Continuing Professional Development Requirement Compliant(2012-2013) Compliant(2011-2012)

Member Detail - Print - Windows Internet Explorer
https://www.actuarialdirectory.org/SearchDirectory/MemberDetailPrint/tabid/250/Default.aspx?CustomerRecord=qXs51pLl6oan1s0OVgTvsWac4V

Dianna K Welch	
Personal Information Dianna K Welch Principal Oliver Wyman 411 East Wisconsin Avenue Suite 1300 Milwaukee, WI 53202-4419 United States Tel: (414) 277-4657 Fax: (414) 223-3244 Email: dianna.welch@oliverwyman.com	Designations MAAA 2000 FSA 2000 SOA Continuing Professional Development Requirement Compliant(2012-2013) Compliant(2011-2012) Academic Degrees B.B.A. Other Professional Designations Industry Consulting Primary Area of Practice Health Specializations Life Insurance Product Pricing/Development Regulatory Society of Actuaries Sections Health

Member Detail - Print - Windows Internet Explorer
 https://www.actuarialdirectory.org/SearchDirectory/MemberDetailPrint/tabid/250/Default.aspx?CustomerRecord=qXs51pL6obQTrKze9TbcU3r9t8

Beth R Fritchen

<p>Personal Information Beth R Fritchen Consultant Oliver Wyman 155 N. Wacker Suite 1500 Chicago, IL 60606 United States</p> <p>Tel: 1(312)345-3378 Fax: 1(312)345-3301 Email: beth.fritchen@oliverwyman.com</p>	<p>Designations MAAA 1995 FSA 2002</p> <p>SOA Continuing Professional Development Requirement In Reporting Period(2012-2013) Compliant(2011-2012)</p> <p>Academic Degrees B.S.</p> <p>Other Professional Designations</p> <p>Industry Consulting</p> <p>Primary Area of Practice Health</p> <p>Specializations</p> <p>Society of Actuaries Sections Health</p>
---	--

Member Detail - Print - Windows Internet Explorer
 https://www.actuarialdirectory.org/SearchDirectory/MemberDetailPrint/tabid/250/Default.aspx?CustomerRecord=dVINEsnEBjnAOCmZstfW0RJ08

Tammy Patricia Tomczyk	
<p>Personal Information Tammy Patricia Tomczyk Principal and Consulting Actuary Oliver Wyman 411 East Wisconsin Avenue Suite 1300 Milwaukee, WI 53202-4419 United States</p> <p>Tel: (414) 223-7988 Fax: (414) 223-3244 Email: Tammy.Tomczyk@oliverwyman.com</p>	<p>Designations MAAA 2001 FSA 2004</p> <p>SOA Continuing Professional Development Requirement Compliant(2012-2013) Compliant(2011-2012)</p> <p>Academic Degrees B.B.A.</p> <p>Other Professional Designations FLMI HIA</p> <p>Industry Consulting</p> <p>Primary Area of Practice Health</p> <p>Specializations Health Insurance - Commercial Health Insurance - Public Systems Product Pricing/Development Regulatory Research Underwriting</p>


Member Detail - Print - Windows Internet Explorer
 https://www.actuarialdirectory.org/SearchDirectory/MemberDetailPrint/tabid/250/Default.aspx?CustomerRecord=J3yRqP2GNMxh8luaS1TRmNS4

Kelly Sue Backes

<p>Personal Information Kelly Sue Backes Senior Consultant Oliver Wyman 411 East Wisconsin Avenue Suite 1300 Milwaukee, WI 53202-4419 United States</p> <p>Tel: (414) 277-4654 Fax: NA Email: kelly.backes@oliverwyman.com</p>	<p>Designations MAAA 2006 FSA 2008</p> <p>SOA Continuing Professional Development Requirement Compliant(2012-2013) Compliant(2011-2012)</p> <p>Academic Degrees B.A.</p> <p>Other Professional Designations</p> <p>Industry Consulting</p> <p>Primary Area of Practice Health</p> <p>Specializations</p> <p>Society of Actuaries Sections Health</p>
--	--

Member Detail - Print - Windows Internet Explorer
<https://www.actuarialdirectory.org/SearchDirectory/MemberDetailPrint/tabid/250/Default.aspx?CustomerRecord=0FCyg9Gyk27UF5GWKU0tbmd2>

David E Kerr

<p>Personal Information David E Kerr Principal & Consulting Actuary Oliver Wyman Three Logan Square 1717 Arch Street Suite 1100 Philadelphia, PA 19103-2713 United States</p> <p>Tel: (215) 864-3616 Fax: (215) 640-8616 Email: David.E.Kerr@OliverWyman.com</p> 	<p>Designations ASA 1985 MAAA 1986</p> <p>SOA Continuing Professional Development Requirement Compliant(2012-2013) Compliant(2011-2012)</p> <p>Academic Degrees B.S.</p> <p>Other Professional Designations</p> <p>Industry Consulting</p> <p>Primary Area of Practice Health</p> <p>Specializations Capital Management Financial Reporting Investments Life Insurance Long Term Care Insurance Marketing Product Pricing/Development</p>
---	--

Links
[!\[\]\(4bc17f06788033d9b8b3ff4b2e7856e6_img.jpg\) View my LinkedIn page](#)



Jac Joubert
Oliver Wyman
155 North Wacker Drive, Suite 1500
Chicago, IL 60606
+1 312 345 3327