

Reactions

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Rising stars of the insurance industry revealed

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Reactions canvassed executive search firms worldwide to produce a list of who they believe will be the top leaders of the future. Here are the names they came up with.

It is not capital that is scarce in the wake of the financial crisis, it is talent. So says Rebecca Amoroso, vice-chairman and US insurance leader for Deloitte. It may not feel like it now but the industry is heading for a talent crisis, says Amoroso, and now is the time to identify and hold on to rising stars.

“The key to success – the whole idea of rising stars – is recognising the importance of talent,” says Brooks Chamberlin, managing director of insurance for executive search firm Korn/Ferry International. “Capital is always available, but talent has been and will continue to be a scarce resource. There are few people who are outstanding. The trick is to understand who those people are, identify them, develop them and to keep them.”

In turbulent economic times, it is talent that makes the difference between average and excellent results for a company, Chamberlin adds.

With levels of executive compensation now under scrutiny in a number of financial firms, alternative forms of reward and methods to retain employees could prove vital in ensuring rising stars continue to rise within the same company.

Retention initiatives are essential for rising stars because they tend to move, says Chamberlin. “Because they are good, they get noticed and lured away,” he says. “It is important for companies to have programmes and processes to keep people challenged, giving them new assignments, projects and responsibilities so you maximise your opportunities for keeping someone in the business. Plus you have to pay someone competitively. The good people in the business get noticed fairly early on.”

In the US, pay czar Kenneth Feinberg has attempted to cap American International Group executive pay to a \$500,000 salary limit. Similarly, in the UK, bonus taxes are to be enforced.

Although companies need to be wary of stretching budgets and attracting negative attention, executive compensation is still a vital part of retaining talent, even in tough times. “If compensation is not competitive then you will not retain the people you want to retain,” says Amoroso at Deloitte. “Forces that are trying to force you not to do that will disadvantage the organisation. You have got to remain competitive.”

The war for talent

Chamberlin believes now is the best time in the past 10 years or more for rising stars to make a name for themselves, as many senior managers are getting ready to finish their careers. Plus, with an increased emphasis on performance in the soft market, there is an opportunity for rising stars to take on more responsibility and to make a noticeable contribution to their company.

“When things are good and it is easy to make money – a rising tide raises all boats – and individual contribution becomes less obvious. Even average companies can do well in a hard market,” says Chamberlin.

For Chamberlin, people can be divided into three groups – “people who make things happen, people who watch things happen and people who wonder what happened.”

He says: “Rising stars are people who produce results. They are high-energy people, committed, dedicated, performance-orientated, ambitious and take responsibility. They are the ones that build premium volumes and profitability. They will show leadership qualities in any assignment they take on.

“Rising stars have a 10 to 15 year track record of accomplishment and reach it more quickly than other people. At Korn/Ferry, they are the people who we try to spot.”

Chamberlin believes the war for talent is alive and well in the insurance and reinsurance industry. He says companies that do not regularly assess talent, develop peoples' skills and make sure they are adequately rewarded will not do as well as those companies that do emphasise talent management.

“Guy Carpenter is very good at it,” says Chamberlin. “Also, Marsh, Validus, Argonaut, Markel, Gen Re and Chubb are all companies that have processes in place to keep their good people challenged and interested and adequately rewarded – the companies that don’t run the risk of losing out in the war for talent.”

Tom Hicks, client partner and head of UK insurance at Korn/Ferry Whitehead Mann, says the pool for up-and-coming general managers in the UK and European market is shallow. As such, the demands now placed on executives stepping up to the more senior roles represent a big risk to both the individual and the organisation.

“Consolidation means there are fewer training grounds and heavily-matrixed organisational structures, meaning fewer genuinely autonomous profit and loss roles for individuals to cut their teeth on,” he says. “These issues, combined with large barriers to bringing in talent from other industries, have brought succession planning and retention tools into sharp focus. Many smaller to medium-sized insurers are only now beginning to embrace holistic talent management”.

Developing rising stars

Rising stars are a sought-after resource, so it is important for members of the industry to distinguish themselves and stand out from the crowd.

Joining industry associations and networking are tried and tested ways for rising stars to increase their visibility. Associations can also provide a place for certain segments of the industry that have particular goals and interests.

Recently, a number of groups have grown as a result of a perceived lack of focus given to under 40s at industry events. According to a Deloitte report entitled Generational talent management for insurers, 88% of Chartered Property Casualty Underwriter members are aged 40 or older. Moreover, the average life insurance sales agent is 47, and nearly 60% of these workers are older than 45.

Brian Green, president of the US Reinsurance Under 40s Group and one of the group’s founders, noticed a generational void in the US reinsurance market. He came up with the idea of the group after seeing similar endeavours in London and Bermuda, such as the Under 35s Reinsurance Group in London and the Bermuda Under 40s group.

Green aimed to create an initiative that would provide educational and networking opportunities to young industry professionals. While membership is open to all members of the insurance and reinsurance industry, regardless of age, all the board members are younger than 40.

According to Green, the initiative has been welcomed by the industry. “We have been embraced by the industry,” he says. “It is a great place to get to know others and learn.”

Cynthia Beveridge, president of the Association of Professional Insurance Women (APIW), believes that women in particular still have a way to go in raising their profiles in the industry. “It’s a man’s world,” she says. “If you go to any of the leadership functions [in the insurance industry] they are all men. Often the women in the room are the wives.”

She adds: “People are comfortable with who they know and who they work with and typically men build teams around

themselves.”

The APIW provides female insurance professionals with opportunities for professional development and networking. It holds monthly events, which are open to men and women, to encourage men and women to share knowledge and contacts.

How to catch a rising star

According to Green, talent spotting has changed over the passed decade, as technological developments have changed the way people communicate and network.

Conference attendance in the insurance and reinsurance industry has fallen and instead there are new opportunities for the younger generation to make a name for themselves.

Green has been working with Alycia Kiley, vice-president at consulting firm RCM&D, to advance online networking by designing a social networking tool for insurers and reinsurers. Kiley believes such a product would help people in the industry communicate with each other internationally. It would be a space for networking and an opportunity for discussion and professional development.

In September 2009, Deloitte conducted a survey on social media. Deloitte found that one of the top reasons employees leave within their first three years of employment is a lack of connectedness or a sense of belonging to the organisation.

Today’s workforce is required to digest vast amounts of information and operate across geographical and hierarchical boundaries. For Deloitte, social media fosters innovation and collaboration, enhances partner and customer relationships and improves employee productivity by enabling real-time information management and access to knowledge networks.

“There is an opportunity for broader networking in careers [through social networking]. If you break traditional insurance silos via communication solutions, then creative solutions can arise from these broader perspectives,” says Kiley.

There appears to be something of a crisis for talent. According to Deloitte’s Generational talent management for insurers report, fewer than 23,000 professionals sat their Chartered Property Casualty Underwriter exams in 2006. In addition, the number of executives taking part in the US-based Associate in Claims programme has decreased steadily.

Greg Jacobson, co-chief executive officer of executive search firm the Jacobson Group, says: “The old rules of mentoring, training, giving people opportunity and rewarding them for success remain critical. The financial crisis, and its subsequent effect on the labour market, has reduced the focus on nurturing young talent. However, in order to take advantage of opportunities in the future, companies need to develop creative non-monetary programmes to attract, retain and develop their A-players.”

He adds: “Regardless of economic conditions, rising stars – those individuals who have the ability to truly affect the bottom line of a company – are always in demand. What has changed is the lens through which an individual is evaluated. The bar has been raised for consideration into this elite category.”

The survey

For the fifth annual Reactions Rising Stars survey, we have canvassed headhunters and industry groups from around the world to ask who they believe will be the next generation of leaders in the insurance industry.

Candidates were singled out as being people who work at a high level relative to their peers of a similar age, but who have not yet reached their full potential. This includes individuals who will be chief executives in less than five years’ time or those who are CEOs already but are tipped to be running bigger companies in the future. The candidates were then grouped according to business and region.

The list is not intended to be a comprehensive guide to the most skilled talent available, but a guide to some of those people who are felt to have the potential to reach the top.

Nominations were made by US Re Under 40's, Lloyds Under 30s non-marine, APIW and executive firms Jacobson Group, AESC and Korn/Ferry International. Reactions is grateful for their input.

Reactions Rising Stars 2010

US and Bermuda

BROKING



Name: Anna Adams

Title: Managing director in the financial services group

Company: Aon

Anna Adams leads the strategic business development for management liability in the Aon North and Central America region and is a member of the executive committee for Aon Risk Services North Central. Adams has more than 27 years' experience in the insurance industry, specialising in management liability products. She has worked for Aon for more than 15 years in various capacities. Most recently she worked as the central region leader overseeing Chicago, Minneapolis and Milwaukee teams.

Name: Theresa Bourdon

Title: Leader of Aon Global Risk Consulting's actuarial and analytics practice

Company: Aon Corporation

Theresa Bourdon joined Aon in 1992 to help the firm start an independent risk management and actuarial consulting company called Affinity. Bourdan helped grow the US actuarial practice with double-digit average annual revenue increases from 1992 through 2008 while posting strong profit margins throughout.

In 2007, Bourdon was promoted to global practice leader of Aon Global Risk Consulting's actuarial and analytics practice.

Name: Kathy Burns

Title: Chief executive officer

Company: Aon eSolutions

Kathy Burns has 18 years of experience in risk and insurance technology. In the two years that Burns has led eSolutions, it has completed the successful acquisition of US technology provider Valley Oak, and has integrated its global operations.

Before joining Aon, Burns was responsible for global operations for a large insurance technology firm. Burns sits on the executive committee for Aon Risk Services North America.

Name: Patrick Denzer

Title: Chairman of the Americas

Company: Guy Carpenter

Patrick Denzer has more than 20 years of experience in the industry. He joined the

firm in April 2009 when Guy Carpenter bought Collins, of which he was president and chief executive officer.

Name: Nilufer Durak

Title: Managing director, mergers and acquisitions group

Company: Aon Risk Services

Nilufer Durak has worked as managing director of Aon's mergers and acquisitions group since 2004. Before working at Aon, Durak was senior vice-president of the strategic relationship management department at Zurich Financial Services in London. Durak has been in the insurance industry for nearly 20 years.



Name: June Dwyer

Title: Managing director and client executive

Company: Marsh

June Dwyer joined Marsh in 1996 as a client executive. She is now responsible for managing global teams of brokers, across all insurance disciplines. Dwyer began her career in 1982 with the Home Insurance Company. She then joined brokerage house Alexander & Alexander. Dwyer is a board member of the Association of Professional Insurance Women.

Name: Charlie Fry

Title: Global chief operations officer

Company: Guy Carpenter

Charlie Fry is a member of the firm's executive committee, international board, and compliance and risk management committees, and he chairs the global operating committee. Fry joined Guy Carpenter in 2007 from Travelex, where he was director of business development and operations and a member of the executive management committee.

Name: Tim Gardner

Title: Head of eastern US region

Company: Guy Carpenter

Tim Gardner began his career with Guy Carpenter in 1992 and most recently served as head of the firm's global sales practice. Gardner previously served as branch manager for Guy Carpenter's New York office, and he also led the firm's global property specialty practice.

Name: Lori Goltermann

Title: US account executive leader

Company: Aon Risk Services

Lori Goltermann is the US account executive leader for Aon Risk Services (ARS), Aon's risk management and insurance brokerage business. With more than 18

years' experience in the insurance industry, Goltermann specialises in mergers and acquisitions, programme design, coverage analysis, construction, gaming and alternative risk financing.

Name: Gregory Habay

Title: Senior vice-president

Company: Jardine Lloyd Thompson Re

Gregory Habay joined JLT Re in 2009 to produce new business relating to property/casualty reinsurance treaty business, as well as industry loss warranties, swaps and retrocession. Habay most recently worked as senior vice-president at John B Collins & Associates. He started his career as vice-president at Guy Carpenter in 2002. Habay is also a founding member and co-education chair of the US Reinsurance Under 40s Group.



Name: Chris McKeown

Title: CEO of global analytical and specialty practices

Company: Guy Carpenter

Chris McKeown oversees Guy Carpenter's InStrat unit, line of business specialties, rating agency advisory, ERM advisory, and business intelligence unit. He is also a member of the firm's executive committee. McKeown has more than 20 years of industry experience. He was most recently president and CEO of CIG reinsurance and New Castle Re.

Name: Rick Miller

Title: Senior vice-president

Name: Towers Perrin Capital Markets

Rick Miller is a senior vice-president in charge of distribution and trading within Towers Perrin Capital Markets, focused on cat bonds. Before joining Towers Perrin, Miller was a vice-president at Swiss Re Capital Markets where he was responsible for the distribution of insurance linked securities to US and European institutional investors. Previously, Miller spent eight years with JP Morgan, focusing on structured finance distribution.



Name: Corina Monaghan

Title: Vice-president – political risk practice

Company: Aon Risk Services – Aon Trade Credit Group

Corina Monaghan joined the Aon Risk Services Trade Credit Group in 2007. Monaghan entered the industry in 1986 as an underwriter in Chubb's international department. In 1990, she served as a multilateral investment guarantee officer for the World Bank in Washington. In 2002 Monaghan returned to Chubb, where she served as assistant vice-president, political risk underwriter and middle market manager. From 2006 to 2007 she was head of political risk practice for

Coface North America, before moving to Aon in mid-2007.



Name: Joe Zuk

Title: Senior account executive

Company: Lockton Re

Joe Zuk joined Lockton in October 2009 as a senior account executive for Lockton Re. Zuk works with Lockton Re's clients on traditional property-catastrophe cover, industry loss warranties and property facultative reinsurance placements. Zuk has previously held positions at Willis Re, John B Collins Associates and Paris Re. He also leads a networking group in New York called Young Insurance and Reinsurance Professionals, which has around 50 members.

INSURANCE/REINSURANCE



Name: Bryan Bumsted

Title: Ceded reinsurance manager and retrocession underwriter

Company: Lancashire Insurance Company

Bryan Bumsted was hired by Lancashire in Bermuda in 2006 as a retrocession underwriter. He grew the retrocession book to be one of the five largest in the world during his first year. In February 2007, Bumsted was promoted to the position of ceded reinsurance manager. Bumsted was also named as Lancashire's terrorism insurance underwriter and made chairman of the company's reinsurance security committee. In August 2009, Bumsted was charged with building Lancashire's property-catastrophe business worldwide.

Name: Jeff Consolino

Title: Executive vice-president and chief financial officer

Company: Validus Re

Before joining Validus in 2006, Jeff Consolino was a managing director of Merrill Lynch & Company's financial institutions investment banking practice. Consolino is a member of the board of Ohio firm, National Interstate Corporation, and of AmWins Group, a wholesale insurance broker based in North Carolina.

Name: Justin Freisenbruch

Title: Vice-president

Company: RenaissanceRe Holdings

Justin Freisenbruch entered the Bermuda insurance industry in 1996, working for Freisenbruch-Meyer Group as senior underwriter for personal and commercial insurance lines. In 2001 he joined the property insurance team at Allied World. Freisenbruch moved to RenaissanceRe Holdings in 2006, where his responsibilities include property retrocession for the group, select specialty lines and relationship management.

Name: Mary Jane Fortin**Title:** Chief executive officer and president**Company:** American General Life Companies

Mary Jane Fortin took her present role in August 2009. She joined the firm in January 2006 and previously served as senior executive vice-president, chief administrative officer and chief financial officer for the company. She was previously senior vice-president and director for The Hartford's Mutual Funds and 529 Programs.

Name: Steve Goldstein**Title:** Senior vice-president general**Company:** Tokio Marine Management, US branch

Steve Goldstein is senior vice-president, chief compliance officer, chief risk officer and general counsel for Tokio Marine & Nichido Fire Insurance. In addition, he is the company's corporate secretary, a member of Tokio Marine Management's board of directors, sits on the audit committee and chairs the risk management and compliance committee.

Name: Gretchen Hayes**Title:** Executive vice-president of the global corporate accounts practice**Company:** Chartis International

Gretchen Hayes is responsible for global distribution and growth strategies for Chartis's corporate accounts segment. Hayes joined Chartis (then AIG) in 1985 and has held a number of executive positions in both the domestic and the international sides of the business. She was previously president of AIG's strategic relationship group and president of AIG eBusiness Risk Solutions.

Name: Ashley Hunter**Title:** President**Company:** HM Risk Group

HM Risk Group began in 2006 under the direction of Ashley Hunter. She started her career in property claims management with multinational insurance carriers such as State Farm Insurance Companies and AIG. HM Risk Group is a boutique insurance and risk management brokerage located in Manama, Bahrain and Austin, Texas, specialising in construction, development, aviation, and energy risks.

Name: Joseph Lacher**Title:** President of Allstate Protection**Company:** Allstate

Joseph Lacher was recently appointed president of Allstate's property/casualty

business. From 2002 to 2009, Lacher served as chief executive officer of personal insurance and executive vice-president at Travelers, which he joined in 1991. In 2006 he also assumed responsibility for small commercial insurance as executive vice-president of personal insurance and select accounts.



Name: Lori-Ann Lowrey

Title: President of field operations

Company: Navigators

Lori-Ann Lowrey joined Navigators in the newly-created position of president of field operations in September 2009. She is responsible for Navigators marketing, sales, distribution management and overall oversight of US regional management across all product lines. Lowrey most recently served as president of Lloyd's North America. She has 22 years of experience in the industry, including executive positions at Wells Fargo Insurance Services and Marsh.



Name: Seraina Maag

Title: President of specialty products in North America

Company: Zurich

Seraina Maag joined Zurich's specialty products business as chief financial officer in 2006 after four years running the investor relations department for Zurich Financial Services in Switzerland. Before working at Zurich, Maag was a partner and financial analyst for NZB Neue Zuercher Bank in Zurich. She also spent more than 10 years at Swiss Re. Maag is a chartered financial analyst. In 2009, Maag was nominated as a young global leader by the World Economic Forum.

Name: Travis MacMillian

Title: President and chief operating officer

Company: GNY Insurance Companies

Travis MacMillian has more than 15 years of experience in the insurance industry. He joined GNY Insurance Companies from OneBeacon Insurance Group, where he served as vice-president of commercial lines. MacMillian began his career with Commercial Union, and CGU Insurance Company, the predecessor of OneBeacon Insurance Group, as an underwriter trainee.



Name: Aileen Marchese

Title: Senior vice-president and zonal executive

Company: Risk Specialists Company of New York

Risk Specialists Company of New York produces business on behalf of Lexington Insurance Company and other Chartis companies. Aileen Marchese has spent the majority of her 29-year insurance career with Chartis (previously AIG). Marchese is a member of the National Association of

Women Business Owners and the Association of Professional Insurance Women. She is also the chairperson of the associates committee of the insurance brokers association of New York.

Name: Peter McMurtrie

Title: Chief of claims

Company: Grange Insurance

Before joining Grange Insurance, Peter McMurtrie was vice-president of property claims for the St. Paul Travelers Companies, where he was the senior executive in charge of property claims nationwide. Before that, he worked for Progressive Insurance as a claims field manager in Florida.

Name: Andy Napoli

Title: Senior vice-president of consumer products

Company: CUNA Mutual Group

Andy Napoli has a strong background in consumer product management from previous roles at Nationwide Mutual Insurance Company and the Progressive Group. He most recently served as vice-president of standard auto product and pricing at Nationwide, where he was responsible for business strategy, product development and pricing for the \$6bn division.



Name: Chris Sharpe

Title: Underwriting director and executive vice-president

Company: Hiscox Bermuda

Chris Sharpe has been a central figure in the beginning of Hiscox Bermuda. Sharpe has worked for Hiscox since joining as a trainee underwriter in London in 1997. During that time he has worked as a director, senior vice-president, participant on the underwriter training steering group and chairman of the Hiscox Catastrophe Group. Sharpe has served on the Lloyd's under 30's and under 35's committees.

Name: Doreen Spadorcia

Title: Executive vice-president, chief executive officer of claim services, and CEO of personal lines

Company: The Travelers Companies

As head of Travelers claims function since 2005, Doreen Spadorcia successfully implemented initiatives that reduced settlement times and created the Travelers Claim University. Spadorcia began her career at Travelers in 1986. She was president and CEO of Travelers' bond business from 2002 until 2005, when she assumed responsibility for the claims organisation.



Name: Scott Stice



Title: Senior vice-president – strategic distribution

Company: Farmers Group

Scott Stice has been senior vice-president for strategic distribution at Farmers since 2008. Stice started his career as a Farmers agent in 1990. He was previously senior vice-president of field operations of the eastern zone.

Name: Laurette Stiles

Title: Vice-president of strategic resources

Company: State Farm

Laurette Stiles is vice-president of strategic resources for State Farm Insurance. Stiles began her career with State Farm in 1983 as a claim representative. She has extensive experience working in State Farm's operations divisions.



Name: Chris Stroup

Title: Chairman and CEO of Wilton Re; senior advisor of Stone Point Capital

Company: Wilton Re and Stone Point Capital

Before joining Wilton Re, Chris Stroup was CEO of Swiss Re Life & Health America. In addition to growing Swiss Re's traditional business, Stroup led Swiss Re's Admin Re business. Stroup is also credited for leading the \$2bn acquisition of Lincoln Re.



Name: Steve Su

Title: Chief underwriting officer

Company: Knight Insurance Group

Stephen Su previously spent seven years at Farmers Insurance Group, where he worked in product management as a senior manager responsible for pricing, underwriting and national marketing campaigns for personal lines. He also has extensive experience in claims management.



Name: Tom Swank

Title: President and chief executive officer

Company: Aegon-Cedar Rapids

Tom Swank is responsible for setting the strategic direction for Transamerica Capital Management's fixed annuity, variable annuity and mutual fund lines of business. Before joining Aegon, Swank was with Security Benefit Corporation for 17 years.



Name: Tracey Vispoli

Title: Vice-president and global financial fidelity manager

Company: Chubb Group of Insurance Companies

Tracey Vispoli is a vice-president with property/casualty insurer Chubb

██████████ and global manager of the corporation's financial fidelity insurance business. Vispoli began her Chubb career in the firm's accounting department in 1989. She joined the department of financial institutions in 1996 as an underwriter.

Name: Tobin Whamond

Title: Executive vice-president and chief financial officer

Company: HCC Holdings

Tobin Whamond was elected by the HCC Holdings board of directors as executive vice-president and chief financial officer in April 2009. Before joining HCC, Whamond was a senior investment banker who practiced mergers, acquisitions and financings over a 21-year career, in the US, Europe and Latin America.

Name: Marita Zuraitis

Title: Executive vice-president and president of property and casualty companies

Company: The Hanover Insurance Group

Martia Zuraitis has been executive vice-president of The Hanover Insurance Group and president of its property and casualty companies since 2004. Before joining Hanover, Zuraitis was president and chief executive officer of the commercial lines division of The St Paul Companies from 1998 to 2004.

UK/Europe

BROKING



Name: Marguerite Soeteman-Reijnen

Title: Chief broking officer

Company: Aon Risk Services in Europe, Middle East and Africa

Marguerite Soeteman-Reijnen has held her present role since February 2008. Soeteman-Reijnen entered the insurance industry in 1990 and joined Aon in 1997. Before her present role, she was managing director and head of origination of Aon Capital Markets (Aon Benfield) in EMEA. From 1995 until 1999, Soeteman-Reijnen was the first female chairman of the Dutch Reinsurance Association.

INSURANCE/REINSURANCE



Name: Alex Bayliss

Title: Director of accounting Europe, Middle East and Africa and global head of project management

Company: Flagstone Reinsurance Holdings

Alex Bayliss joined Flagstone in July 2007 in his present role. Before joining Flagstone, Bayliss was lead partner in a consulting company, specialising in coaching financial managers on improving their function's performance. In the 10 years before this he served as manager within the financial services division of Andersen Business Consulting, as CFO of Ockham Europe and as CFO & COO

of Deltavista.



Name: Ian Beaton

Title: Chief executive officer

Company: Ark Insurance Holdings

Ian Beaton is CEO of Ark Insurance Holdings, a Lloyd's-based managing agency and syndicate with a Bermuda-based holding company. Before working at Ark, Beaton was head of insurance for Aspen Insurance Holdings. He was previously co-leader of McKinsey's European property/casualty practice.



Name: Jörg Bruniecki

Title: Executive manager, global clients/North America – Lloyd's

Company: Munich Re

Jörg Bruniecki has more than 8 years of experience in reinsurance, mostly in the area of property treaty reinsurance for the Lloyd's and UK market. As well as being executive manager at Munich Re, Bruniecki is executive director of MSP underwriting and non-executive director of Beaufort underwriting agency. Bruniecki has been at Munich Re since 2001, working as a senior property treaty underwriter and client manager before his promotion to executive manager in 2008.



Name: Richard Etridge

Title: Chief executive officer

Company: Glacier Insurance

Richard Etridge was one of the founding members of Switzerland-based Glacier Re in 2004 and initially led Glacier Re's specialty underwriting team. He helped launch Glacier Insurance in 2006. In November

2008, Etridge was promoted to CEO of Glacier Insurance and continues to be a member of the Glacier Group's senior leadership team.

Etridge began his career at broker Jardine Thompson Graham and Citicorp in London, before moving into underwriting at GE Frankona in Munich, where he spent nine years. He moved to Faraday in 2001, successfully establishing its aviation account before joining Converium in Zurich in 2003.



Name: Jason Richards

Title: Managing director – property/casualty claims and liabilities

Company: Swiss Re

Since 2006, Jason Richards has been a managing director in various locations for Swiss Re. Richards is responsible for discontinued

business lines, retrocession asset management and property/casualty run-off acquisition. Richards helped build the global run-off team for Swiss Re and has had various board roles in the UK and Switzerland.



Name: Sara Valentine

Title: Energy Underwriter

Company: Brit Insurance

Sara Valentine joined Brit's energy team in 2002. Since gaining full underwriting authority in 2006, Valentine has written the majority of Brit Insurance's offshore energy policies. Valentine also worked closely with Ernst & Young to complete and implement Brit Insurance's first working technical pricing model. Valentines's focus is expanding to include international business acquisition, with a focus on North America and Europe.

Asia

BROKING/INSURANCE/REINSURANCE

Name: Alexander Ankel

Title: Chief executive officer

Company: Allianz Malaysia Berhad

Alexander Ankel has more than 17 years of international insurance experience in Germany, Switzerland, Singapore, Japan and Malaysia. He was previously CEO of Allianz Fire & Marine Insurance in Japan and is recognised for his skills in strategic planning, corporate reorganisations and customer service improvements.



Name: Ben Assanasen

Title: Chief operations officer

Company: Ace Life Assurance

Ben Assanasen has more than 14 years of experience in the financial services industry in developing business strategy, reengineering operations, and general management.

Assanasen joined Ace Life Assurance in 2009 as chief operations officer. Before working at Ace, Assanasen was with AIA, where he most recently served as regional vice-president of enterprise risk management. Assanasen has also worked for Accenture, PricewaterhouseCoopers, and JP Morgan.



Name: Sam Geddes

Title: Director of underwriting

Company: Kiln Asia

Sam Geddes moved to Kiln Asia after spending six years as an underwriter in the property and special lines division of R J Kiln & Co's flagship Syndicate 510 in London. He started with RJ Kiln as a management trainee. Geddes has overseen the four-fold growth of the Kiln Asia portfolio over the past three

Swire has surpassed the four-fold growth of the Kiln Asia portfolio over the past three years. Kiln Asia now has one of the best pure underwriting loss ratios in the group.



Name: Rob Hands

Title: Chief underwriter and chief executive officer

Company: Newline Asia Services

Rob Hands joined the Lloyd's insurance market in 2001 as a casualty underwriter. He then became a specialist financial lines underwriter, focusing on directors' and officers' (D&O), professional indemnity (PI), bankers blanket bond and commercial crime insurance.

In 2004, Hands moved to Newline underwriting management, to write financial lines business for both the Lloyd's syndicate 1218 and Newline Insurance Company. In 2007, Hands relocated to Singapore to establish Newline Asia Services.



Name: Allan Pedersen

Title: Chief executive officer and co-founder

Company: Urzus Asia

Allan Pedersen created Urzus Asia in 2008 with a group of friends.

He previously founded EQ Group in 2005, which provided advice to the insurance industry in Asia, and also worked with private equity to pursue buy-outs of troubled insurance assets in Asia. During 2009, Pedersen has focused on raising capital at Urzus Asia, building its IT platform, designing and pricing products, and getting access to insurance capacity. In a few years, Pedersen hopes to export the Urzus business model to Europe and the US.

Name: Huynh Thanh Phong

Title: Executive vice-president

Company: Fullerton Financial Holdings

Huynh Thanh Phong joined Fullerton Financial Holdings, a wholly-owned subsidiary of the Singapore government's investment vehicle Temasek Holdings, in June 2009 as executive vice-president for insurance. Phong has more than 22 years of experience covering markets from North America to Asia and the Middle East.



Name: Muhamad Umar Swift

Title and companies: CEO and group managing director of MAA Holdings Berhad; CEO of Malaysian Assurance Alliance Berhad

Muhamad Umar Swift is the CEO and group managing director of MAA Holdings Berhad, an insurance and financial services provider in south Asia, as well as CEO of Malaysian Assurance Alliance Berhad, a life and general insurance company based in Kuala Lumpur, Malaysia. He has more than 15 years of experience in the areas of banking and financial services.



Name: Ajay Seth

Title: Senior director, legal and compliance

Company: Max New York Life Insurance Company

Ajay Seth is a member of the management committee of Max New York Life Insurance Company in India, a joint venture between Max India and New York Life. Seth works as general counsel, chief compliance officer, head of regulatory affairs and corporate secretary.



Name: Simon Wilson

Title: General manager for Singapore

Company: Lloyd's

Simon Wilson was appointed Lloyd's general manager for Singapore in January 2007. He is also managing director of Lloyd's Asia and general representative of Lloyd's in Singapore.

Before his appointment, Wilson spent three years developing and leading the intelligence division for Lloyd's worldwide markets in London. In addition to this responsibility, Wilson was involved in the development of the business model and plan for the new Lloyd's China reinsurance platform, based in Shanghai.



Name: Jack Howell

Title: Chief executive officer

Company: Prudential Vietnam Assurance Private

Jack Howell has worked as CEO of Prudential Vietnam Assurance Private since October 2008. Before joining Prudential, Howell held a number of executive positions at AIG in the US and Asia from 2002.

Name: Stuart Davies

Title: Managing director

Company: Aegis London

Stuart Davies joined Aegis, a global property/casualty insurer, in 2004 as managing director. He leads a team of 70, which is accountable for producing 43% of the group's turnover. Before joining Aegis, Davies held high-profile positions at Highway Insurance Holdings and Ockham Personal Insurance. ●

By Annabelle Palmer – apalmer@euromoneyny.com

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