

Reinforcing Its Service Mission—Academy Presents at NAIC Fall National Meeting

ACADEMY VOLUNTEERS and staff presented on key issues and engaged with stakeholders and other organizations serving the insurance market at the National Association of Insurance Commissioners (NAIC) Fall National Meeting in Orlando, Fla.

The Academy hosted a Dec. 1 professionalism breakfast for regulators, featuring a roundtable discussion with Academy President and Committee on Qualifications Vice Chairperson Lisa Slotznick, Actuarial Standards Board (ASB) Chairperson Rob Damler, ASB member (and incoming chairperson) Kevin Dyke, and Actuarial Board for Counseling and Discipline (ABCD) member Cande Olsen.

They covered professionalism and emerging areas of interest including artificial intelligence (AI), climate change, and how the Code of Professional Conduct and actuarial standards of practice (ASOPs) provide guidance when practicing in these areas.



(L–R) Olsen, Dyke, and Slotznick at the professionalism breakfast

Staff, Volunteer Presentations

- ▲ Life Policy Analyst Amanda Barry-Moilanen gave an update on [Life Practice Council workstreams](#) to the Life Actuarial (A) Task Force (LATF).
- ▲ Also at LATF, Academy Life Vice President Jason Kehrberg discussed the Economic Scenario Generator Subcommittee's comment letters on Generator of

Economic Scenarios (GOES) [corporate models](#), [acceptance criteria](#), and [gross wealth factors](#).

- ▲ Life C1 Subcommittee Chairperson Steve Smith presented to the Risk-Based Capital Investment Risk and Evaluation (E) (RBCIRE) Working Group on [updated principles for structured securities RBC](#).
- ▲ Senior Health Policy Analyst Matthew Williams gave an update

SEE **ACADEMY AT NAIC**, PAGE 4

Contingencies Sneak Preview—Value & Evolution of the MAAA

BE SURE TO READ the January/February issue of *Contingencies*, in which Academy President Lisa Slotznick discusses the value of being an MAAA and the evolving Academy membership requirements, including the role of the Academy's Competency Framework—her column leads off an issue full of features looking at the coming year, including highlights from Academy staff and volunteer leaders. ▲



3

Recording Available for Health Equity Symposium

3

'Tales From the Dark Side' Look at ABCD Case Studies

5

Academy Hosts P/C Loss Opinion-Writing Seminar

6

Professionalism Counts—New Year: A Time for Renewal

CE & OTHER LEARNING OPPORTUNITIES

2024

JANUARY

25 “Group Annuity Contracts for Pension Risk Transfer,” life and pension webinar (a follow-up to the popular Envision Tomorrow cross-practice breakout session)

Events Calendar

For a full listing of upcoming Academy events, visit the online [Events Calendar](#).

Webinars on Demand

Remember, you can always view recordings of any webinars you missed in 2023—visit the [webinars page](#).

Academy NEWS Briefs

Membership Dues Reminder—Jan. 1 Deadline Approaching

MEMBERSHIP DUES FOR 2024 are due Jan. 1—please [log in to the Academy website](#) to conveniently pay your dues online. If you have any questions or need additional information, please contact the Membership Department via the [member support form](#). Need a refresher on all the great benefits available to you as an Academy member? See President Lisa Slotznick’s November [Letter to Members](#) outlining the Academy’s work and commitment to serving the public and the U.S. actuarial profession. ▲

Actuary Voices Features Ron Gebhardtsbauer

A NEW [Actuary Voices](#) episode features a conversation with Ron Gebhardtsbauer, a past Academy senior pension fellow and a co-author of the recent [Social Security and Financially Disadvantaged Groups](#) issue paper. Gebhardtsbauer discusses the paper, his experience as a volunteer, and his contributions to the national conversation on Social Security. If you are interested in participating in an Actuary Voices podcast, please email podcast@actuary.org. Listen to [Actuary Voices](#) wherever you get your favorite podcasts. ▲



Recently Released

THIS MONTH’S *Contingencies* web exclusive, “[Regulating AI?](#)” takes a look at the explosion in this burgeoning technology. We’re currently in the “Wild West” in terms of legislation and regulation for artificial intelligence—what should consumers and practitioners be looking for in the months and years to come? This is the latest in *Contingencies*’ ongoing coverage of AI; read more about it in the “Topics in Focus” [AI section](#).

The latest [HealthCheck](#) leads with an in-depth look at the Academy’s November Health Equity Symposium. Also in the issue, a recap of Envision Tomorrow health sessions and Academy health presentations at the NAIC Fall National Meeting.

The Winter [Life Perspectives](#) covers the Envision Tomorrow life/pension cross-practice session on pension risk transfers; other life breakout sessions from the Academy’s annual



meeting; incoming Board members including Life Vice President Jason Kehrberg; and legislative and regulatory activity.

The latest ASB [Boxscore](#) covers the Actuarial Standards Board’s members for 2024, including Chairperson Kevin Dyke; recently approved actuarial standards of practice (ASOPs) No. 7, 12, 27, and 29; an approved second exposure draft of ASOP No. 36; and a revision of ASOP No. 20, both of which are property/casualty ASOPs. ▲

Academy NEWS

Recordings Available for Health Equity Symposium, Envision Tomorrow

A FULL RECORDING of the Academy's November [Health Equity Symposium](#) is available on the Academy [YouTube channel](#). The Nov. 15 event brought together actuaries, health plan experts, and other thought leaders to collaborate on how to improve health equity by incorporating more equity-enhancing elements into health benefit designs.

Those who attended Envision Tomorrow, the Academy's Annual Meeting, can [log into their member accounts](#) to view recordings of select general sessions and breakout sessions. These recordings will be available for six months. (Please note that Tim Hwang's presentation will only be available through Feb. 5, 2024.) ▲



Annette James opens the symposium

Place Your Order for P/C, Life & Health Law Manuals

THE ACADEMY'S [P/C Loss Reserve Law Manual](#) is available for order and the [Life and Health Valuation Law Manual](#) is available for preorder. Make sure you have the latest requirements at your fingertips—place your order today and be among the first to have these vital reference tools. ▲

'Tales From the Dark Side' Looks at ABCD Case Studies

THE LATEST INSTALLMENT in the popular "Tales From the Dark Side" professionalism webinar series covered a range of case studies from the Actuarial Board for Counseling and Discipline (ABCD). "[Tales From the Dark Side 2023](#)," held on Dec. 19, featured ABCD Vice Chairperson William Hines and members Shawna Ackerman and April Choi. Academy General Counsel and Senior Director of Professionalism Brian Jackson moderated.

Hines kicked off the presentation with an overview of the ABCD and its review for guidance (RFG) process, in which an actuary can contact the ABCD with a professionalism question and talk to an ABCD member.

Three RFG case studies covered qualifications for signing an NAIC Health Annual Statement, working in different jurisdictions,

and qualifications and advertising. In response to a question about working in different jurisdictions, "the actuary needs to consider where the work product is going to be used," Hines said.

Ackerman gave an overview of the inquiry process, noting that the ABCD is a fact-finding, not an adversarial forum. She said that the ABCD determines whether the subject actuary materially violated the Code of Professional Conduct and, when appropriate, recommends discipline to actuarial organizations to which the subject actuary belongs.

Choi summed up, advising the audience to consult key professionalism documents often, use the RFG process, and to talk to colleagues. [Slides and a recording](#) are available as a complimentary member benefit. ▲

Past Academy Board Member Blanchard Appointed to IPAC

FORMER ACADEMY Board member Ralph Blanchard is among four new appointees to the Federal Reserve Board of Governors' Insurance Policy Advisory Committee (IPAC), which provides information, advice, and recommendations to the Fed on domestic and international insurance issues. Blanchard was an Academy member-selected director and served on multiple committees and several Actuarial Standards Board (ASB) committees and task forces. Continuing their terms as IPAC members are Academy Director of Research (Public Policy) Steve Jackson and Liz Brill, whose term on the ASB ends Dec. 31. [Read the Fed press release.](#) ▲

Year-in-Review Alert on Public Policy Issues

A YEAR-IN-REVIEW [Academy alert](#) offers highlights of 2023 state and federal legislative and regulatory actions affecting the U.S. actuarial profession and the Academy's effort to fulfill its role to educate and support our stakeholders on these critical issues. It includes a Biden administration executive order on artificial intelligence, a climate resilience framework, the rollout of a national cybersecurity strategy, and regulations affecting life and health practice. Read the [Academy alert.](#) ▲

Access Recent Webinars Covering Life, Pension, & Bias Issues

SLIDES AND A RECORDING are available for the Dec. 5 webinar, “[An Actuarial View of Data Bias: Definitions, Impacts, and Considerations](#).” Part of the Data Science and Analytics Committee (DSAC) series [Additional Considerations in Data Science](#), presenters including DSAC Chairperson Dorothy Andrews looked at how data bias can impact actuarial services by offering specific practice-area examples, and considerations in performing and reviewing a bias analysis.

Recordings are also available for this month’s other webinars, in addition to “Tales From the Dark Side 2023” (see p. 3).

- ▲ “[PBR Bootcamp: VM-31 as Seen by Regulators](#)” on Dec. 12 wrapped up this year’s Principle-Based Reserving (PBR) Bootcamp Series.
- ▲ “[Capital Market Outlook](#),” held Dec. 14, offered analysis of current conditions and insights into capital market conditions.
- ▲ “[What’s New With ASOP Number 20?](#)” a casualty webinar held on Dec. 18, examined this P/C actuarial standard of practice.

Webinars On Demand—Remember, you can always view recordings of any webinars you missed in 2023—[visit the webinars page](#). ▲



IABA Seeking Executive Director

THE INTERNATIONAL ASSOCIATION of Black Actuaries (IABA) has engaged a professional search firm to help the group find its next executive director, a fully remote U.S.-based position to provide strategic leadership for the IABA, its board, staff, and volunteers. [See the full posting](#). ▲

GAO Pandemic Risk Report Cites Academy

THE U.S. GOVERNMENT ACCOUNTABILITY OFFICE (GAO) released a [report on insuring pandemic risk](#) that cites a 2020 [letter from the Academy](#) to current House Committee on Financial Services Chairperson Patrick McHenry and Maxine Waters, current ranking member. The letter laid out considerations for pricing business interruption policies, including challenges posed by pandemics. ▲

Academy at NAIC, continued from page 1 ~~~~

on [Health Practice Council activity](#) to the Health Actuarial (B) Task Force (HATF), including the recent health equity symposium, long-term care services and supports, tiered risk-based capital factor development, and top policy priorities for 2024.

- ▲ Casualty Policy Analyst Rob Fischer presented to the Casualty Actuarial and Statistical (C) Task Force (CASTF) on Casualty Practice Council [recent publications and future work products](#).

Other highlights included continued engagement with the NAIC’s International Insurance Relations (G) Committee and the Innovation, Cybersecurity, and Technology (H) Committee. Of particular interest during the latter committee session was a vote to approve the model bulletin on the use of AI systems by insurers. The Academy offered comments on the draft language during NAIC’s Summer National Meeting in Seattle, and the committee suggested some additional modifications before voting to approve the language. The majority of the conversation focused on the use of the word “bias” and the lack of a consistent definition.

The model bulletin was presented to the Executive/Plenary Committee for final adoption. The Academy will be keeping track of state adoption of the model bulletin in 2024 and beyond. Cyber insurance continues to be a consistent theme among the regulators, along with issues around race, equity, and insurance.

Also at the meeting, Connecticut Insurance Commissioner Andrew Mais was elected NAIC president, succeeding Chlora Lindley-Myers, director of the Missouri Department of Commerce & Insurance. Mais, who will become president in 2024, will chair NAIC’s Government Relations and Leadership Council and the Executive Committee, among others—and is also co-chair of NAIC’s Special Executive Committee on Race and Insurance and HATF.

The Academy will continue to proactively engage with the NAIC’s leadership and staff on these priority issues, underscoring new and ongoing work that its practice councils have spearheaded across practice areas. ▲

New Academy Career Center



Post your résumé, free and confidentially, to the [new Academy Career Center](#)—just one of the many benefits available to job seekers and employers.

THE ACADEMY IN THE NEWS

[Newsweek](#) cited the Academy's analysis of Social Security's solvency in a story about the federal program.

[CNN](#) cited the Academy's [issue brief](#) on drivers of 2024 health insurance premium changes.

[InsuranceNewsNet](#) published a top story on the Academy's multifaceted DEI work.

The Casualty Actuarial Society issued a [press release](#) on Lisa Slotznick becoming

Academy president, and a [member notice](#) on casualty-practice actuaries who received the Academy's Rising Actuary Awards at Envision Tomorrow.

An [Insurance Journal](#) article naming the most-listened-to cyber podcast episodes of 2023 included a [podcast on cyber accumulation risk](#) featuring Committee on Cyber Risk Chairperson Norman Niami.

[InvestmentNews](#) cited findings from the Academy's recent issue brief, [Reforming](#)

[Social Security Sooner Rather Than Later](#).

A [report](#) from global law firm Mayer Brown on the NAIC Fall National Meeting mentioned Life C1 Subcommittee Chairperson Steve Smith's [presentation](#) to the Risk-Based Capital Investment Risk and Evaluation (E) (RBCIRE) Working Group.

[Real Clear Politics](#) pointed readers to the Academy's recent issue brief, [Reforming Social Security Sooner Rather Than Later](#). ▲

PROFESSIONALISM NEWS

Professionalism Outreach & Member Engagement

ACADEMY VOLUNTEERS gave professionalism presentations at the following clubs and company events this month:

- ▲ Laura Hanson, co-vice chairperson of the Actuarial Standards Board, spoke to the Twin Cities (Minnesota) Actuarial Club on "Self-Regulation and the Actuarial Profession." More than 150 actuaries were present.
- ▲ Seong-min Eom, immediate past vice president of risk management and financial reporting, provided a "Professionalism Update and Resources

for the New Year" to the Casualty Actuaries of the Mid-Atlantic Region.

- ▲ Actuarial Board for Counseling and Discipline (ABCD) member Cande Olsen provided a virtual walk-through of the "A-B-C-D's of Counseling and Discipline" to the Iowa Actuaries Club.
- ▲ Academy Past President and Data Science and Analytics Committee Vice Chairperson Dave Sandberg led a session on "Big Data, Machine Learning, and the Future" at the MetLife Actuarial Conference.
- ▲ Board member Donna Megregian

delivered a virtual presentation to the Columbus (Ohio) Actuarial Club that focused on the role of the Actuarial Standards Board and cross-practice ASOPs.

- ▲ ABCD member and Academy Past President Shawna Ackerman spoke at the Southern California Casualty Actuarial Club on the ABCD's role and processes.

Academy Speakers Bureau—The Academy provides qualified speakers to actuarial clubs and organizations. For more information and to request a speaker, [visit the Academy website](#). ▲

CASUALTY NEWS

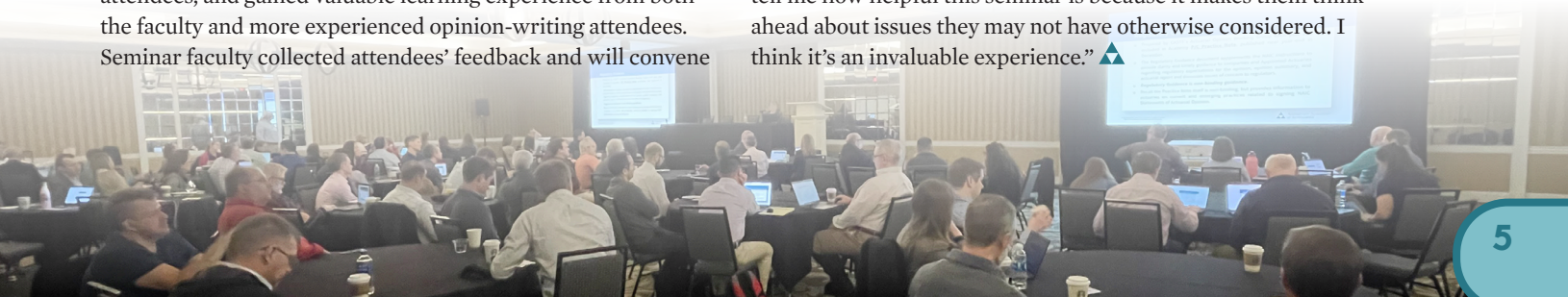
Academy Hosts P/C Loss Reserve Opinions Seminar

THE ACADEMY HOSTED the annual [Seminar on Effective P/C Loss Reserve Opinions](#) Dec. 4–5 in Charlotte, N.C., which covered the entire opinion writing process from being qualified to sign opinions, adherence to ASOPs, and how to write reports. Attendees gained significant hours of continuing education (CE) credit, including professionalism and bias CE under the U.S. Qualification Standards.

About a third of the audience were first-time seminar attendees, and gained valuable learning experience from both the faculty and more experienced opinion-writing attendees. Seminar faculty collected attendees' feedback and will convene

in the new year to discuss the location of next year's seminar.

It was great to see so many new faces and have so much interaction," said Dawn Fowle, chairperson of the seminar's faculty. "I always recommend this seminar to actuaries who sign opinions just to have a place to ask questions and learn from others who have experience—especially since so many Appointed Actuaries don't have someone in their company they can discuss this with. So many attendees come up to me and tell me how helpful this seminar is because it makes them think ahead about issues they may not have otherwise considered. I think it's an invaluable experience." ▲



New Year: A Time for Renewal

THE TURN OF THE YEAR is a time of renewal. The old year has drawn to a close, and we look forward to lengthening days and emerging signs of spring.

The first week of the new year, before the rush begins, is a good time to pause, take stock, and renew our knowledge. We've long recommended reading key professionalism documents at least once a year as a refresher, and the new year is a good time to do it. You may think you know the [Code of Professional Conduct](#), the [U.S. Qualification Standards](#) (USQS), and the [actuarial standards of practice](#) (ASOPs) that apply to your work.

But when you pick them up and reread them, you will likely be reminded of some aspect that you hadn't thought about in a while.

For example, when you think of the Code, you likely think of the fourteen Precepts. Indeed, most professionalism webinars and articles focus on the Precepts and Annotations of the Code. But the preamble to the Code contains important information, too. It lays out the purpose of the Code—to require actuaries to adhere to high standards of conduct, practice, and qualifications—and identifies the professional and ethical standards that actuaries must comply with to fulfill their responsibilities to the public and the actuarial profession.

The preamble also covers international practice, stating, "In addition to this Code, the Actuary is subject to applicable rules of professional conduct or ethical standards ...for the jurisdictions in which the Actuary renders Actuarial Services." In other words, wherever your work products are being used, you are subject to the Code, as well as any similar rules of conduct for the jurisdiction in which you are practicing. (Annotations to Precepts 2 and 3 make it clear that you should observe the standards of qualification and practice of the jurisdictions in which you are practicing.)

The preamble of the Code also clarifies that "Actuarial Services are considered to be rendered in the jurisdiction in which the Actuary intends them to be used." This is very useful in our age of remote work—it does not matter where you are, but where the work will be used that determines which standards apply.

And one last tidbit from the preamble of the Code—the actuary must be familiar with, and keep current with, applicable law and rules of professional conduct for the jurisdictions where the actuary renders actuarial services. (The Academy's law manuals may be helpful in this regard for U.S. law: the [Life and Health Valuation Law Manual](#) and [P/C Loss Reserve Law Manual](#).)

Another professionalism document that you may not have looked at in a while is ASOP No. 1, [Introductory Standard of Practice](#), which contains many useful nuggets

that help you understand all the other ASOPs. For example, it discusses and defines terms frequently used in other ASOPs. Did you know that the terms defined in ASOP No. 1 apply to all ASOPs, but the terms defined in other ASOPs apply only to that ASOP? (Another resource for defined terms in ASOPs is the Actuarial Standard Board's [definitions document](#), updated when new and revised ASOPs are released.)

And then there are the ASOPs that apply to every assignment—ASOP No. 23, [Data Quality](#), and ASOP No. 41, [Actuarial Communications](#)—and one that

applies to almost every assignment, ASOP No. 56, [Modeling](#). Of course, a refresher of the ASOPs that apply more specifically to what you are working on is always a good idea.

Last but not least are the qualification standards. Even if you are an experienced actuary, a review of the qualification standards before accepting a new assignment is always a good idea. If, after reading the qualification standards and the [Frequently Asked Questions on the USQS](#), you are still unsure whether you are qualified for a particular assignment, you may contact the Actuarial Board for Counseling and Discipline (ABCD) with a [request for guidance](#). An ABCD member will walk through your education and experience with you to help you determine whether you are qualified, and if not, how you might become qualified.

So take a few minutes to renew and refresh some of your professionalism knowledge. It will stand you in good stead as we enter the new year! ▲

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COPLFR Releases Annual Practice Note on SAOs

THE COMMITTEE ON PROPERTY and Liability Financial Reporting (COPLFR) released the updated [Statements of Actuarial Opinion on Property and Casualty Loss Reserves](#) practice note to include opinions issued in 2023. The practice note describes practices commonly employed by actuaries working on Statements of Actuarial Opinion (SAOs) on loss and loss expense reserves in accordance with the NAIC's Property and Casualty Annual Statement Instructions. ▲

CASUALTY NEWS IN BRIEF

The P&C Committee on Equity and Fairness [submitted comments](#) to the Colorado Division of Insurance on its life insurance draft regulation on governance and risk management framework requirements and its applicability to private passenger automobile insurance. ▲

NEW CASUALTY VOLUNTEER POSITIONS/ROLES

- ➔ **Shawna Ackerman, Minchong Mao, Michael Mielzynski, Christopher Schubert, Tina Shaw, and Michael Thompson** joined the P/C Extreme Events and Property Lines Committee.
- ➔ **Tara Miller and Tyson Mohr** joined the Committee on Equity and Fairness.
- ➔ **Tina Shaw** joined the Property and Casualty Risk-Based Capital Committee.
- ➔ **Megan Baker, Joan Klucarich, Angela McGhee, and Alejandra Nolibos** joined the Workers' Compensation Committee.

HEALTH NEWS



Academy Offers Health Equity Overview

ACADEMY SENIOR HEALTH Fellow Cori Uccello and Health Equity Committee Co-Chairperson Rebecca Sheppard [gave an overview](#) of the committee's work on equity considerations related to managing population health and risk adjustment to AHIP's Health Equity Workgroup. ▲



NEW HEALTH VOLUNTEER POSITIONS/ROLES

- ➔ **Karin Swenson-Moore** is Health Practice Council (HPC) professionalism liaison.
- ➔ **Jason Karcher** is chairperson and **Olga Jacobs** is vice chairperson of the Individual and Small Group Markets Committee and the following are members: **Tim Connell, Nicole Cullan, Kenneth Laskowski, Matt Mize, Velen Nowling, Ryan Schultz, Matthew Self, and Justin Spitler.**
- ➔ **Marlene Howard** is chairperson of the Medicaid Committee and the following are members: **Andrew Bourg, Nicole Cullan, Annie Hallum, Paul Houchens, Mita Lodh, John Miller, Ryan Pestka, Emily Puntteney, David Scholl, Neela Ranade, Filiz Tumel, and Karena Weikel.**
- ➔ **Steve Guzski** is chairperson of the Health Solvency Subcommittee.
- ➔ **Rebecca Sheppard** is co-chairperson of the Health Equity Committee and the following are members: **Joe Dorocak, Erica Johnson, Ryan Pestka.**
- ➔ **Glenn Crouse, Angela Garcia, Peter Horman, Alexander Marek, Robert Schenck, and Karena Weikel** joined the Behavioral Health Task Force.
- ➔ **Mick Diede** is chairperson of the Health Care Delivery Committee and the following are members: **Tim Connell, Jay Desai, Chandra Hicks, F Ronald Ogborne, Gabriel Rivera, Marc Roberts, Robert Schenck, and Carmilla Tan.**
- ➔ **Angela Cobble, Andrew Bourg, Yazhan Lin, and Emily Puntteney** joined the HPC Financial Reporting and Solvency Committee.
- ➔ **Todd Wanta** joined the Retiree Benefits Committee.
- ➔ **Cody Bush, Tim Smith, David Stoddard, and Carmilla Tan** joined the Active Benefits Committee.
- ➔ **Rob Walling** joined the Stop-Loss Factors Work Group.
- ➔ **Matthew Morton, Bryan Rask, and Russell Willard** joined the LTC Reform Subcommittee.

Actuarial Update

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LIFE NEWS

Committee Releases Issue Paper on Dynamic Lapses

THE LIFE EXPERIENCE COMMITTEE released an issue paper, *Considerations Regarding Dynamic Lapses in Actuarial Modeling*, which explores items that impact lapses and discusses the impact of dynamic lapses on various life and annuity products, offers sample formulas for use in modeling, discusses how predictive analytics could be an alternative approach to model lapse behaviors, and provides sources of information on lapses. ▲

LIFE NEWS IN BRIEF

The Life Index-Linked Variable Annuity (ILVA) Subcommittee [submitted a comment letter](#) to the ILVA Subgroup of the Interstate Insurance Product Regulation Commission's (IIPRC) Product Standard Committee (PSC) on the Nov. 14 exposure of the Standards for Individual Deferred Index Linked Variable Annuity Contracts. ▲

NEW LIFE VOLUNTEER POSITIONS/ROLES

- ➔ **Nilesh Mehta** joined the Life Experience Committee.
- ➔ **David Beasley, Li Feng, Jiang Fu, Ryan Hubscher, Yazhan Lin, Martin Sheerin, James Thompson,** and **Tian Tian** joined the Life Valuation Committee.
- ➔ **Melissa Miller** joined the Life Underwriting and Risk Classification Subcommittee.
- ➔ **Ryan Bird, Eric Petersen, James Thompson,** and **Thomas Wurfel** joined the Life Illustrations Subcommittee.
- ➔ **David Moralis** and **Chris Onken** joined the Variable Annuity Reserves and Capital Subcommittee.
- ➔ **Qing Fang, Justin Serebro, Tian Tian, Ricardo Trachtman,** and **Thomas Wurfel** joined the Annuity Reserves and Capital Subcommittee.
- ➔ **David Beasley, Angela Cobble, Jiang Fu, Titus Mathew, Daniel Rueschhoff, Martin Sheerin,** and **Russell Willard** joined the Life and Health Valuation Law Manual Review Subcommittee.
- ➔ **Titus Mathew** and **Mackay Moore** joined the Life Reserves Subcommittee.
- ➔ **Justin Lee** joined the Tax Committee.

NEW PENSION VOLUNTEER POSITIONS/ROLES

- ➔ **Scott Steadman** joined the Multiemployer Plans Committee.
- ➔ **Tom Vicente** joined the Public Plans Committee.
- ➔ **Kyuman Lee** joined the Retirement Policy and Design Evaluation Committee.
- ➔ **Christopher Bone** and **Neela Ranade** joined the Social Security Committee.
- ➔ **Spencer Look** joined the Defined Contribution Subcommittee of Pension Committee.

NEW RISK MANAGEMENT VOLUNTEER POSITIONS/ROLES

- ➔ **Yazhan Lin** and **Russell Willard** joined the Asset Adequacy and Reinsurance Issues Task Force.
- ➔ **Brian Kwei, Alex Landsman,** and **Nathan Luketin** joined the Climate Change Joint Committee.
- ➔ **Kenneth Bischel, Sarah Black, Andrew Huh, Nicholas Jacobi, Vladimir Krepiy, Yazhan Lin,** and **Darci Noonan** joined the ERM/ORSA Committee.
- ➔ **Justin Serebro, Kyle Slavish, Bruce Stahl,** and **Russell Willard** joined the Reinsurance Work Group.