

## Speaker Biographies

### Keynotes



**Ray Kurzweil**

Ray Kurzweil has been described as “the restless genius” by the Wall Street Journal, and “the ultimate thinking machine” by Forbes. Inc. magazine ranked him #8 among entrepreneurs in the United States, calling him the “rightful heir to Thomas Edison,” and PBS included Ray as one of 16 “revolutionaries who made America,” along with other inventors of the past two centuries.

As one of the leading inventors of our time, Ray was the principal developer of the first CCD flat-bed scanner, the first omni-font optical character recognition, the first print-to-speech reading machine for the blind, the first text-to-speech synthesizer, the first music synthesizer capable of recreating the grand piano and other orchestral instruments, and the first commercially marketed large-vocabulary speech recognition. Ray’s web site [Kurzweil AI.net](http://KurzweilAI.net) has over one million readers.

Among Ray’s many honors, he is the recipient of the \$500,000 MIT-Lemelson Prize, the world’s largest for innovation. In 1999, he received the National Medal of Technology, the nation’s highest honor in technology, from President Clinton in a White House ceremony. And in 2002, he was inducted into the National Inventor’s Hall of Fame , established by the US Patent Office .

He has received twelve honorary Doctorates and honors from three U.S. presidents. Ray has written five books, four of which have been national best sellers. *The Age of Spiritual Machines* has been translated into 9 languages and was the #1 best selling book on Amazon in science. Ray’s latest book, *The Singularity is Near*, which went into its fourth printing after two months, was the fourth best-selling science book of 2005 according to Amazon despite coming out late in the year.



**Jerome P. Kenney**  
*Vice Chairman*  
**Merrill Lynch & Co.**

Jerome P. Kenney is Vice Chairman of Merrill Lynch & Co., Inc., and a member of the Executive Client Coverage Group.

He is responsible for senior client relationships globally with particular focus on financial institutions in North America.

Mr. Kenney has been a member of the Executive Management Committee for 20 years. From 1990 until he assumed his present position in February 2002, he served as head of Corporate Strategy and Research and for several years also oversaw Corporate Credit, Marketing and Government Relations.

Previously, he served as President and Chief Executive Officer of Merrill Lynch's institutional business, Global Markets and Investment Banking, from 1984, and was a member of Merrill's Board of Directors from 1985-1991. He also served earlier as director of Securities Research, director of Institutional Sales and Marketing and head of Investment Banking.

Mr. Kenney came to Merrill Lynch in 1978 at the time of the merger with White, Weld & Co. where he was Director of Research, Director of Worldwide Institutional Sales and Equity Trading and a member of the Board of Directors. Previously, as a research analyst he was named to Institutional Investor's All-American team.

Mr. Kenney is a member of the New York Society of Security Analysts, the Council on Foreign Relations, the Japan Society, the US-China Business Council and the Asia Society. He is treasurer and a trustee of the Nightingale-Bamford School, an Advisory Director of the Kellogg School of Management (Chicago), and is a Director of the American Australian Association.

Mr. Kenney received a B.A. in economics from Yale University in 1963 and an M.B.A in finance from Northwestern University in 1967. He lives in Manhattan with his wife and two daughters.



**Robert C. Pozen**  
*Chairman*  
**MFS Investment Management®**

Robert C. Pozen is Chairman of MFS Investment Management®, which manages more than \$185 billion in assets for over five million investor accounts worldwide. He was named to his current position in February 2004.

During 2002 and 2003, Bob was the John Olin Visiting Professor at Harvard Law School. Also in 2003, he served as Secretary of Economic Affairs for Massachusetts Governor Mitt Romney.

In late 2001 and 2002, Bob served on President Bush's Commission to Strengthen Social Security. More recently, Bob's proposal to restore the Social Security system to solvency – known as progressive indexing – was publicly embraced by President Bush.

From 1987 to 2001, Bob held numerous senior positions at Fidelity Investments, rising to Vice Chairman and President of Fidelity Management & Research Company, the investment advisor to Fidelity's mutual funds. During Bob's five years as president, Fidelity's assets under management almost doubled. Before joining Fidelity, Bob served as Associate General Counsel for the Securities & Exchange Commission.

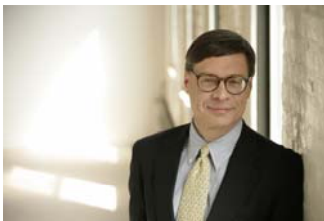
Bob earned a B.A. degree summa cum laude from Harvard College, and a law degree from Yale Law School. He has authored many articles and books, including the definitive textbook on the mutual fund industry.



**John Ameriks**  
*Senior Investment Analyst*  
**Vanguard**

John Ameriks joined Vanguard in 2003 as a Senior Investment Analyst in Vanguard's Investment Counseling & Research division.

John serves as Vanguard's expert on retirement advice, retirement income management, and other investment issues. Before joining Vanguard, Mr. Ameriks was a Senior Research Fellow at the TIAA-CREF Institute, the research and education arm of TIAA-CREF in New York. He has conducted and published economic research related to individual and household financial decisions regarding saving, portfolio allocation, and retirement income strategies. Mr. Ameriks holds an A.B. from Stanford University and received his Ph.D. in Economics from Columbia University.



**François Gadenne**  
*President and CEO*  
**Retirement Engineering, Inc.**

**REI ([www.IncomeAtRisk.com](http://www.IncomeAtRisk.com)) is a R&D Company with novel, protected designs for insurance and investment products that solve retirement income issues for the millions of "baby-boomers" now approaching retirement.** REI's financial engineering creates new structures for secure retirement incomes, with and without annuity features that improve the growth and profitability of its insurance and investment company partners. François is a co-inventor on patents issued and pending relating to this and earlier businesses.

**François is also a co-founder, Chairman and Acting Executive Director of the Retirement Income Industry Association, (RIIA).** Based in Boston and drawing members from all segments of the financial services industry, RIIA ([www.riia-usa.org](http://www.riia-usa.org)) serves both as a think tank to analyze retirement income issues and as an incubator to facilitate the exchange of new ideas, concepts and knowledge between institutions interested in building retirement income businesses.

**For more than 20 years,** François has led teams that build successful technology solutions for the financial industry. His background combines a history of entrepreneurship, line experience at financial service organizations, and corporate strategy consulting.

**As an entrepreneur he co-founded Rational Investors,** an independent provider of investment education and advice products for the Defined Contribution market. François grew the business to become one of the top three players in its niche. He then completed the successful sale of the company to Standard & Poor's.

**In terms of working within the financial services sector,** François served as general manager of S&P's Retirement Services group for two years. He also worked for nearly ten years at the Bank of Boston (now Bank of America), including The Private Bank.

**As a strategist,** he provided CEOs and Boards with strategy consulting as an associate of Braxton, the strategy arm of Deloitte, and as a senior staff member at Arthur D. Little.

François is a citizen of the United States. He is a member of the National Association of Corporate Directors, a Chartered Financial Analyst, a member of the CFA Institute and a Lecturer at Boston University's School of Management, MS in Investment Management Program.

He is a graduate of the Ecole Supérieure de Commerce de Paris and earned an MBA degree from J. L. Kellogg Graduate School of Management at Northwestern University.

## **Speaker Biographies**

### **John Bahnken**

***President, Products Group***

**Global Wealth & Investment Management**

John R. Bahnken is president of the Global Wealth & Investment Management Products Group, which includes the Credit & Banking Services, Investment Products, Trust Services, Philanthropic Management, Private Advisory Services, Retirement Client Services and Wealth Strategists businesses. In this role he oversees the development, management and delivery of an extensive range of products – including trust, investment advisory and credit products – that are distributed to individual and institutional clients by client channels within Global Wealth & Investment Management, one of the company's three primary divisions.

Prior to his current position, Bahnken served as Chief Operating Officer of Banc of America Investment Services, Inc., Bank of America's retail broker/dealer. Previously he held a number of key positions at Fleet Boston Financial, including president and chief operating officer of Fleet Securities, Inc. and executive vice president and director of Financial Management. Previously he served as Executive Vice President & Chief Financial Officer of Fleet's Norstar Banks. Bahnken joined Fleet in 1991, from Prudential Securities, where he was a Senior Vice President. Prior to joining Prudential Securities, he was with HSBC Americas from 1979 to 1989, where he held a variety of Corporate, Investment Banking and Financial Management responsibilities.

Bahnken holds BBA and MBA degrees from Hofstra University. Currently, he serves on the Board of Directors of the ABA Securities Association.

### **Kathleen Beichert**

***Senior Vice President***

***Director, Retirement Plans Product Management***

**OppenheimerFunds, Inc.**

Kathleen Beichert joined OppenheimerFunds in 1995 and is currently leading the firm's efforts to deliver products and services to individuals transitioning into retirement. Kathleen was previously responsible for all sales, marketing, and product development initiatives for the firm's \$50+ billion retirement plans business, including 401(k) and group retirement plans, 403(b) programs, individual retirement products, and small business retirement plans.

Prior to joining OppenheimerFunds, she spent four years at Smith Barney, where she developed the firm's retirement plan products, marketing materials and communications.

Ms. Beichert developed a specialty in retirement planning issues while practicing as a Financial Planner with American Express Financial Advisors. Her prior experience includes five years of institutional fixed-income sales and trading for an international bank.

Ms. Beichert is a graduate of New York University's Stern School of Business with a B.S. in Quantitative Analysis and Management. She was recently appointed a New York State delegate to the White House Conference on Aging and is active in several retirement policy forums. She is also a founding member of the Retirement Income Industry Association, an organization which focuses on financial strategies and innovative products geared toward the distribution of retirement assets.

**Garth Bernard, FSA MAAA**  
*Vice President, Retirement Strategies Group*  
**MetLife**

Mr. Bernard is Vice President, Retirement Strategies Group at MetLife. He is responsible for coordinating MetLife's suite of retirement related products across MetLife's business units and related distribution channels.

Mr. Bernard was previously Vice President, Annuity Product Management at MetLife where he was responsible for Fixed/General Account Annuities, and Fixed and Variable Income Annuities across Met Life's Individual Business franchises and related channels.

Prior to MetLife, he was Vice President of Product Development for Keyport Life where he was responsible for the development and pricing of all Fixed, Indexed, Variable and Income annuity products as well as for Annuity Conservation. Mr. Bernard served as Chief Actuary of ReliaStar Northern Life. At Providian Capital Management he headed Annuity Product Development and Database-Marketing. He also managed the Annuity Product Development, Asset-Liability Management and Reinsurance Pricing functions for Transamerica Life Companies.

Mr. Bernard has over 20 years of experience in the financial services industry. He has been a frequent speaker at industry conferences and workshops on annuity product design,

retirement income strategies, marketing, conservation, risk management, and regulatory issues and has served on numerous industry committees.

Mr. Bernard is a Past President of the International Association of Black Actuaries. He has been a fellow of the Society of Actuaries since 1986, holds a Masters degree in Mathematics from the University of Waterloo, Canada, and Bachelors degrees in Actuarial Science and in Statistics from the University of Toronto, Canada.

**Zvi Bodie**  
***Professor of Finance and Economics***  
**Boston University School of Management**

Zvi Bodie is Professor of Finance and Economics at Boston University School of Management. He holds a PhD in economics from the Massachusetts Institute of Technology and has served on the finance faculty at the Harvard Business School and MIT's Sloan School of Management. He is widely regarded by both his academic colleagues and the practitioner community as an expert in the field of life-cycle investing. Professor Bodie is a regular contributor to the scientific, professional, and educational journals on investing and investment management. He serves on the editorial board of the *Journal of Pension Economics and Finance*. His best-selling textbook, *Investments*, coauthored with Alex Kane and Alan Marcus, is used at all the top business schools and in the certification programs of the Chartered Financial Analysts Institute, the Financial Planning Association, and the Society of Actuaries. His other textbook *Finance* is coauthored by Nobel Prize winning economist, Robert C. Merton. Both textbooks have been translated into over 10 languages, including Chinese, French, Hungarian, Japanese, Korean, Polish, Russian, and Spanish. His investment guide for consumers is *Worry-Free Investing: A Safe Approach to Achieving Your Lifetime Financial Goals*.

**Joan E. Boros**  
***Partner***  
**Jorden Burt LLP**

Joan E. Boros is a Partner in Jorden Burt LLP's Washington, D.C. office. Her securities, corporate, investment company, and insurance law practice experience includes all aspects of the design, organization, qualification, state and federal registration, applications for exemptions, no-action requests, and compliance of investment companies registered under the *Investment Company Act* of 1940. She has parallel experience with respect to related entities, such as investment advisers and broker-dealers. A current focus of her practice is on regulatory risk assessment, and the compliance programs and review processes applicable to investment companies and related entities. In each of these areas, Ms. Boros provides assistance to clients in formulating, negotiating and documenting various activities and relationships. Investment company regulation requires a working knowledge of related regulatory bodies and disciplines, including the National Association of Securities Dealers, Inc., the Commodities Futures Trading Commission,

the various state securities departments, Employee Retirement Security Act of 1976, as amended, and the federal tax laws applicable to such entities made their offerings. She also provides advice and opinions with regard to the status of certain offerings under the Securities Act of 1933 and other federal securities laws.

Ms. Boros gained her experience as an Attorney-Advisor in the Office of the Solicitor, U.S. Department of Labor and in the Division of Investment Management, U.S. Securities and Exchange Commission from 1980 to 1983, and as a private attorney specializing in these matters since 1983.

Ms. Boros has been a member of the faculty for seminars conducted by the American Law Institute/American Bar Association, Federal Bar Association/Commerce Clearing House, the Association for Investment Management and Research, the Society of Actuaries and the National Association for Variable Annuities. Ms. Boros co-chaired the annual ALI/ABA Conference on Securities, Tax and ERISA Issues Affecting Insurance Companies for the past nine years. She also co-chairs an annual Practising Law Institute Program on securities issues relating to variable insurance products. She has been a special guest speaker at various national training programs as well as a frequent contributor to industry newsletters and journals.

Born in New York, Ms. Boros was admitted to the D.C. and Maryland Bars in 1980. She received her law degree (J.D., with honors, Order of the Coil) from the University of Maryland School of Law in 1980. She attended Vassar College and George Washington University (B.A. 1957). Prior to entering law school, Ms. Boros was a business promotion and marketing consultant to foreign businesses and governments.

**Jerry Bramlett**  
***President and CEO***  
**The 401(k) Company**

Jerry Bramlett is President, CEO and Founder of The 401(k) Company.

The 401(k) Company, a full-service DC provider with 300 employees, specializes in the mid- to large-size 401(k) market and currently provides recordkeeping and investment services for 100+ clients representing over \$17 billion in plan assets.

Before founding The 401(k) Company, Bramlett was in the super computer industry (geophysical/seismic), which largely accounts for The 401(k) Company's strong emphasis on technology, and before that, a social worker (child abuse investigation), which accounts for the firm's strong emphasis on participant communications.

Jerry earned a bachelor's degree in Sociology from Southern Methodist University in 1976. He currently serves on the Board of Directors of the SPARK Institute.

**Chris J. Brown**  
***Vice President***  
**Director of Retirement Market Research**

Chris has spent the last 10 years researching trends in financial services and working with leading investment product manufacturers and distributors. He supports Cogent's clients with research and insights into macro-trends and legislative issues impacting the markets, as well as competitive intelligence in the areas of product development, sales and marketing organizations, and distribution strategy.

Prior to joining Cogent, Chris created and grew the retirement market research unit at Financial Research Corporation, where he had previously managed the firm's analyst staff as Director of Research. He has authored in-depth studies of the retirement income, IRA rollover, investment-only defined contribution, and small-business retirement markets. Through numerous consulting engagements, Chris has worked closely with many of the country's largest investment product manufacturers and distributors. He got his start in financial services on the front lines as a financial consultant for Smith Barney in the early 1990's.

Chris holds a Bachelor of Science degree in Business Administration from New Hampshire College and NASD Series 7 and 63 licenses. He has chaired both the FRC Retirement Income Conference and FRA IRA Rollover Summit, and presented at the NAVA Marketing Conference, IIR Retirement Income Forum, and ASPPA 401(k) Sales Summit. Chris is often quoted in the media, and his research has been written about in many publications, including The Wall Street Journal, New York Times, Forbes, Kiplinger's, and Investment News.

**John Carl**  
***President, Retirement Learning Center, LLC and Executive Director PLANSponsor***  
**Institute**

John is the founder and President of Retirement Learning Center, LLC, and Executive Director of the PLANSponsor Institute, the education and training arm of PLANSponsor. A frequent speaker at industry events, John is an 18-year veteran of the industry who has been seen on or quoted in CNBC, CNNfn, Forbes, Research Magazine, The Wall Street Journal, and PLANSponsor Magazine. He has extensive industry experience, which includes having run Alliance Capital's Defined Contribution effort as well as creating and running the Alliance 529 effort. Ultimately, John ran Global Product Management for the firm. He has also operated as a successful branch and regional sales manager for Prudential Securities, as well as an independent financial advisor. For 2007, the *401kWire* identified Mr. Carl as one of the top 50 most influential individuals in the 401(k) industry. John graduated from Lehigh University and has completed Executive Continuing Education coursework at Columbia University.

**Lawrence J. Cohen (Larry)**  
***Vice President SRIC-BI***  
***Director, Consumer Financial Decisions***  
**SRI Consulting Business Intelligence**

As Director of the Consumer Financial Decisions (CFD) group, Larry manages, markets, and is responsible for the analysis of all syndicated and custom research programs and projects. Since 1984, Larry has focused exclusively on the financial services area, providing analysis of and insights into strategic planning, marketing, product design, market research, macroeconomics, and competitive intelligence and having done work for virtually every major financial services organization in the US today. Prior to joining SRI, Larry was vice president of the Financial Services Division of The Gallup Organization. Before that we worked at Louis Harris and Associates, The Roper Organization, Mathematica Policy Research, and numerous other research organizations since he started in research in 1976.

Larry holds an M.B.A. from the Graduate School of Management of Rutgers University (Newark, New Jersey), and an interdisciplinary degree in the social sciences from Syracuse University (New York). He is past president of the New Jersey chapter of the American Association of Public Opinion Research (AAPOR), and has been a national AAPOR member since 1976. He has been a World Future Society member since 1980.

**Ronald A. DeCicco, CLU**  
***Vice President of Sales and Marketing, Fixed and Variable Products***  
**RBC Insurance**

Ronald A. DeCicco, CLU is the Vice President of Sales and Marketing, Fixed and Variable Products with RBC Insurance, the insurance organization of the Royal Bank of Canada. In this position, Mr. DeCicco directs the sales and marketing efforts for RBC Insurance fixed annuity, variable annuity and life insurance product lines to independent agents and broker-dealers. Since joining the Company in 1998, Mr. DeCicco has been deeply involved in the development and launch of the company's variable, traditional and fixed index lines of life and annuity products.

Prior to joining RBC, Mr. DeCicco was the head of Jefferson-Pilot Securities Corporation for Jefferson-Pilot Life Insurance Company, Greensboro, North Carolina. He also held the position of National Sales Director for Jefferson-Pilot's fixed and variable annuity product lines. Mr. DeCicco began his career with The Prudential Insurance Company of America in Newark, New Jersey where he held the position of Vice President, Marketing. There, he worked on product development, sales and marketing for insurance based securities products through the company's career, life brokerage and securities distribution channels.

Mr. DeCicco earned his B.A. and M.A. degrees from Seton Hall University. He received the Chartered Life Underwriter designation from The American College in Bryn Mawr,

Pennsylvania. He holds the Series 24 license (General Securities Principal) from the National Association of Securities Dealers (NASD).

Mr. DeCicco is the Chairman of the Education Committee for the Retirement Income Industry Association (RIIA), a member of the National Association for Variable Annuities (NAVA), company representative to the National Association for Fixed Annuities (NAFA), and serves on the Broker Dealer Services Committee of the Life Insurance Marketing and Research Association (LIMRA).

RBC Insurance is the brand name for Liberty Life Insurance Company. Royal Bank of Canada uses the initials RBC as a prefix for its businesses and operating subsidiaries, which operate under the master brand name of RBC Financial Group. Royal Bank of Canada is one of the world's largest public financial companies with nearly \$400 billion in assets, 70,000 employees, and business operations in 30 countries. RBC Insurance provides traditional and variable insurance and annuity products to individuals and businesses.

#### About RBC Insurance

As the insurance operation of Royal Bank of Canada (TSX, NYSE: RY), RBC Insurance provides a wide range of creditor, life, health, travel, home, auto and reinsurance products to more than five million North American customers. Based in Greenville, South Carolina, the U.S. life insurance division of RBC Insurance, through its operating entity, Liberty Life Insurance Company, provides life and health insurance, annuities and related personal financial security products to consumers through regional and independent broker dealers, national marketing organizations, RBC banking and investment channels, the Internet, other direct marketing channels and a field force of approximately 300 full-time sales agents. For more information, please visit [www.rbcinsurance.com/us](http://www.rbcinsurance.com/us).

#### **Robert Del Col** *Chairman* **FundQuest, Incorporated**

Mr. Del Col is the founder of FundQuest, playing an active role in all aspects of the company's development. Under his leadership, FundQuest has emerged as one of the nation's leading providers of fee-based wealth management solutions. Recently, he has lead the development of a process-based solution for retirement income planning and implementation.

He brings nearly 30 years of experience in the financial services and investment management business to his role at FundQuest. Prior to founding FundQuest in 1993, Mr. Del Col was the President of Bradford Trust Company.

A graduate of Boston College, Bob went on to earn an MBA from Columbia University. In addition, he is a frequent speaker at industry conferences and a leading voice on the forces driving the industry today.

**Chris A. Durbin**  
*Managing Director*  
**Personal Retirement Solutions Executive**

Chris Durbin is the Managing Director of Personal Retirement Solutions for Global Wealth & Investment Management (GWIM) at Bank of America. In his role, Durbin oversees the development, delivery and management of IRAs, IRA rollovers, income planning and other retirement products for individual clients across Bank of America.

Durbin joined Bank of America in 2001 as a Senior Vice President in FleetBoston's Corporate Strategy and Development group. Most recently he led the Business Development and Strategy team for Global Wealth & Investment Management, responsible for analyzing customer, market and economic trends and developing revenue growth and risk reduction strategies. Previously, Durbin served as Transition Executive for Global Wealth & Investment Management during the Fleet-Bank of America merger. He has been in his current role since 2006.

Durbin joined FleetBoston from Boston-based Mercer Management Consulting where he was responsible for developing and executing growth strategies for clients across a wide array of industries. He was with Mercer for nine years.

Durbin holds BBA and MBA degrees from the University of Notre Dame. Currently, he serves as the Chairman of the St. Ignatius Parish Finance Committee in Chestnut Hill, MA.

**Lynne Ford**  
*Head of Retail Retirement*  
**Wachovia**

Currently provides executive leadership for the Retirement and Investment Product Groups retail offerings. This includes overseeing the sales, marketing and product management efforts for over \$6.0 billion in annual annuity sales and \$14.0 in IRA annual gross inflows.

Leads integration efforts to ensure that Wachovia's Retirement efforts are synchronized across various distribution channels including the General Bank, Bank Brokerage, National Brokerage and Financial Network.

Responsible for the Retirement Consultant sales force which supports the General Bank and Bank Brokerage teams.

Directs the enterprise branding and awareness building for Wachovia's Retirement focus. Speaks frequently to internal and external audiences on the topic of Retirement.

**Previously**

Part of a 4 member team asked by Wachovia Chairman and CEO Ken Thompson and Operating Committee members to develop a strategy and branding initiative positioning Wachovia to "Capture the Emerging Retirement Opportunity."

Spent 10 years working in a variety of sales roles with Evergreen Investments. This included: Director of Sales Initiatives, Director of Retail Bank Channel Sales, National Sales Manager, Divisional Manager and Regional Vice President.

Tapped to be a member of the enterprise Total Quality Management (TQM) initiative. Member of the Consumer Sales Training team. Held the position of New Site Sales Director with Bright Horizons Childrens' Centers, Boston, MA.

Worked as Business Development Manager and consultant with LEAD Associates, Charlotte, NC.

Began her career at Wachovia Bank and Trust, Winston-Salem, NC as a participant in their Management Training program.

**Personal**

A graduate of Davidson College in Davidson, North Carolina, Lynne received her M.A. from the University of North Carolina. She and her husband, John reside in Charlotte, North Carolina. She has two children, Allison and Blair. Lynne is a board member for the National Association of Variable Annuities as well as a board member of the Catawba Land Conservancy and a mentor with Leadership Davidson.

**Allan S. Friedland*****Counsel*****Jackson Lewis**

Allan S. Friedland, benefits counsel with the Firm, has over 20 years of employee benefit and tax experience. Mr. Friedland advises private, public and governmental employers on a wide range of retirement and health and welfare plan tax compliance issues and related ERISA fiduciary matters. He has extensive experience with implementation, administration and termination of qualified defined benefit and defined contribution plans; the design and tax aspects of nonqualified plans. Mr. Friedland received his Juris Doctor degree from the Widener University School of Law and his undergraduate degree from the University of Pennsylvania. He is a member of the Pennsylvania and Connecticut Bars.

**Richard K. Fullmer, CFA**  
*Senior Strategist*  
**Russell Investment Group**

Richard Fullmer is the senior strategist for retirement income at Russell Investment Group. In his role Richard leads the development of Russell's guidance on investment and annuitization strategies, including analysis of withdrawal rates and timing, longevity, asset allocation, inflation, liquidity, and other financial risks. He also plans and coordinates global product strategy for this market. Richard joined Russell in 2004. Prior to joining Russell, Richard worked for Fidelity Investments from 1996 to 2004, and prior to that he worked for 13 years at SAFECO Insurance Company. Richard is chairman of the Methodologies Committee for the Retirement Income Industry Association. He is also a member of the CFA Institute, Boston Society of Financial Analysts, and Seattle Society of Financial Analysts.

**Thomas C. Godlasky**  
*President and Chief Executive Officer*  
**Aviva USA**

Thomas C. Godlasky assumed the role of president and chief executive officer of Aviva USA upon the AmerUs Group merger with Aviva on November 15, 2006. He is a director on the company's USA board.

Prior to becoming president and chief executive officer of Aviva USA, Mr. Godlasky was chairman, president and chief executive officer of AmerUs Group. Previously, he was president and chief operating officer of AmerUs Group.

Mr. Godlasky joined AmerUs Group in 1995, and has served in several capacities with the company. As chief investment officer of AmerUs Group and president of AmerUs Capital Management, he was responsible for investment policies and strategies. While managing AmerUs Group's information and technology division, he headed a corporate-wide operational improvement initiative, which produced significant efficiencies throughout the organization. Mr. Godlasky also served as interim chief financial officer for the company and continues to work closely with members of the investment community.

Mr. Godlasky has over 28 years of experience in the financial services industry. Prior to joining AmerUs Group, Mr. Godlasky was with Providian Corporation, where he held various management positions in the investment group. Mr. Godlasky's previous experience includes management positions with Federated Investors, Inc. and Mellon Bank, N.A. in Pittsburgh, Pennsylvania.

Mr. Godlasky received a bachelor of science degree in urban and regional planning from Indiana University of Pennsylvania and holds a master's degree in public administration

from the University of Pittsburgh. He is a graduate of Harvard Business School's Advanced Management Program and is a Chartered Financial Analyst.

Mr. Godlasky is board chairman of United Way of Central Iowa, serves on the executive committee of the board of directors of the Greater Des Moines Partnership, is a board member of The Dowling Foundation and serves on several internal boards.

**Michael J. Graci**  
*Vice President, Retirement Services*  
**BlackRock Funds**

Michael Graci is a Vice President at BlackRock Funds and the lead Retirement Specialist for the United States Private Client Group. He has primary responsibility for managing BlackRock's Retail 401(k) distribution relationships and acting as a specialist in the retirement sector. Michael brings clients more than 23 years of experience in the qualified plan sector of the financial services industry.

Relevant Experience

Served in retirement plan direct sales capacity for several years and as a specialist/coach to advisors distributing in the market.

Many years as a client service consultant and recordkeeper for qualified plans, specializing in plan design, consulting and compliance administration.

Responsible for the development of participant education and communication products and strategies for three separate organizations. Trained and managed educational enrollment teams.

Developed and implemented the bundled retirement program for BlackRock. Responsible for its growth and service excellence.

Mr. Graci has received his Bachelor of Science degree from the Pennsylvania State University.

**Dr. Mathew Greenwald**  
*President*  
**Mathew Greenwald & Associates, Inc.**

Dr. Mathew Greenwald established his research and consulting company, Mathew Greenwald & Associates, Inc., in June 1985. Since then, he has done strategic planning and marketing research for over 100 of the most prominent financial services companies and numerous other organizations. Dr. Greenwald has a Ph.D. in sociology from Rutgers University.

He served as a Congress-appointed delegate to the 1998 and 2002 National Summits on Retirement Savings and has also testified before the U.S. Senate Committee on Aging and the Securities Exchange Commission on retirement and retirement-oriented products. He has published numerous articles in academic journals and trade periodicals, and is frequently quoted by national print, radio and television outlets—including national publications like the New York Times, Wall Street Journal and Time. He has spoken at numerous press conferences and professional meetings.

Before starting his business, Dr. Greenwald spent 12 years at the American Council of Life Insurance. From 1977 to 1985, he was ACLI's Director of Social Research and was responsible for programs monitoring public attitudes toward financial services issues, demographic research and futures research. He is currently an elected member of the Market Research Council, a group of the country's leading market researchers. Among the companies his firm has served are Merrill Lynch, Smith Barney, OppenheimerFunds, AllianceBernstein, Russell Investments, MetLife and Pacific Life. Non-financial services clients include AARP, the Hershey Food Corporation, Sears and the National Geographic Society.

**John Hoagland**

*Partner*

**Mainstay Partners**

John Hoagland is a partner with Mainstay Partners, a boutique executive search firm based in Burlington, MA which specializes in senior level recruitment on behalf of financial service, private equity and venture firms. He began his career in the employee benefit divisions of Prudential and CIGNA in sales and marketing. He then moved into general management on behalf of a financial software company. His work with Mainstay has given John exposure to leading financial services companies and the many technology companies that serve them.

**Robert A. Kerzner, CLU, ChFC**

*President and Chief Executive Officer*

**LIMRA International**

As president and CEO of LIMRA International, Kerzner leads a global association of more than 800 insurance and financial services companies in 64 countries, including most of the world's largest life insurance companies. Kerzner is responsible for the strategic direction and growth of LIMRA. LIMRA provides the industry with research and business services, and helps its members maximize their marketing and distribution effectiveness.

Prior to assuming his current position with LIMRA in October 2004, Kerzner was executive vice president and director of the individual life division of Hartford Life, Inc.,

responsible for the division's profitability, growth and strategic direction. In 2003 the individual life division generated \$145 million in earnings and had \$8.73 billion in assets under management from sales of individual life products. The division had \$130.8 billion of life insurance in force as of year-end 2003, including variable universal life, universal life, whole life, and term life.

Kerzner also served as president of Woodbury Financial Services, a Hartford-owned broker-dealer with over 1,800 independent representatives.

Kerzner was with The Hartford from 1974 to 2004, and worked for 20 years in field sales and management. The insurer's Southern Connecticut regional office ranked number 1 in sales during 12 of Kerzner's 15 years as its manager. In 1994 he moved to the company's headquarters as vice president and director of individual life insurance sales, becoming senior vice president and then executive vice president and director of the individual life division.

Kerzner is a graduate of Central Connecticut State University.

**Bill Lowe**  
*President*  
**ING Corporate & Individual Markets Group**

Bill Lowe is President of the ING Corporate & Individual Markets group, which includes ING's 401(k) business and ING's Financial Horizons business, an organization that provides various products and services primarily focused on asset retention and IRA rollovers. Bill joined the Retirement Services group in 2004 and prior to his current role, had responsibility for the Financial Horizons business and ING Financial Advisers, an ING-affiliated broker/dealer, and its network of over 700 registered representatives, in the distribution of employer sponsored retirement plans, insurance, annuities, IRAs, securities, and asset management programs.

Previously, Bill was National Sales Manager for ING Wholesale Distribution, where he led a team of over 100 wholesalers focused on marketing ING fixed and variable annuities to National and Regional NYSE firms, financial institutions, and the independent broker/dealer community.

Bill has also served as Vice President, Variable Sales for Equitable Life of Iowa and President of Equitable of Iowa Securities Network, Inc for the Equitable of Iowa Companies which became part of the ING Group in 1997. Prior to joining the Equitable of Iowa Companies in 1994, Bill spent nearly eight years with Lincoln Benefit Life Company; most recently as Associate Vice President/Sales Management.

In addition to speaking at numerous broker/dealer events, he has presented at the National Association of Variable Annuities, the Million Dollar Roundtable and was a guest speaker at Thunderbird, The American Graduate School of International Management.

Bill has a BA in Business Administration and Computer Science from Doane College in Crete, Nebraska. He is a Chartered Life Underwriter, a Chartered Financial Consultant, and a Fellow of the Life Management Institute.

**Philip G. Lubinski, CFP®**  
*President*  
**First Financial Strategies**

Philip G. Lubinski, CFP began his Financial Planning career in 1977. From 1981 – 1996 he was on the speaking faculty for the Pre-Retirement Planning Institute and conducted Retirement Income Planning Workshops for some of Denver's largest employers, including Lockheed Martin Marietta, Coors Brewery, Denver Public Schools, Kaiser Permanente and the State of Colorado. After attaining his CFP designation in 1984, Phil was one of 22 advisors in Colorado to be admitted into the prestigious National Registry of Financial Planning Practitioners.

As a Retirement Income Specialist, Phil has been a featured guest on local television and radio programs and has been interviewed by several publications such as Money Magazine, Life Underwriters and The Denver Post. During the past 10 years Phil has developed two retirement income planning software systems...The Post Retirement Navigator and most recently, The Income for Life Model™, in conjunction with Wealth2K, Inc. In addition to managing his practice of 200+ retirees, Phil conducts Retirement Income Training Institutes for financial advisors throughout the United States.

**Martin E. Lybecker**  
*Partner*  
**Wilmer Cutler Pickering Hale and Dorr LLP**

Mr. Lybecker is a partner in the Washington, D.C., office of Wilmer Cutler Pickering Hale and Dorr LLP. Mr. Lybecker received his B.B.A. (in Accounting) and J.D. degrees from the University of Washington in 1967 and 1970, respectively; Mr. Lybecker also received an LL.M. (in Taxation) degree from New York University in 1971, and an LL.M. degree from the University of Pennsylvania in 1973 where he was a Graduate Fellow of the Center for the Study of Financial Institutions and the Securities Markets. Mr. Lybecker served as Associate Director of the SEC's Division of Investment Management from 1978 to 1981; previously, he had been an Attorney, Office of Chief Counsel, in that Division (1972-1975). From 1974 to 1980, Mr. Lybecker was also a law teacher at Georgetown University, State University of New York at Buffalo, Duke University, and the University of North Carolina, and since 2000 has served as a Senior Lecturing Fellow in Law at Duke University. Mr. Lybecker is a member of the Council of the Section of Business Law (2005-2009), has been Chairman of the Committee on Banking Law (2002-2005), has been Chairman of the Committee on Developments in Investment Services (1994-2002), and is a member of the Committee on the Federal Regulation of

Securities of the Business Law Section of the American Bar Association. Mr. Lybecker is a member of the American Law Institute, a member of the Editorial Board of The Investment Lawyer, a member of the Advisory Board of the Duke University Global Capital Markets Center, and Co-Chair of the Investment Management Committee and a member of the Advisory Council of the SEC Historical Society. Mr. Lybecker was profiled in Chambers USA: America's Leading Lawyers for Business, Investment Management, 2005 and 2006 editions, and selected by his peers for inclusion in The Best Lawyers in America 2005-2006 (Corporate, M&A, and Securities Law), 2007 (Mutual Fund Law, Banking Law).

**David Macchia**  
*Chief Executive*  
**Wealth2k®**

As Chief Executive of Wealth2k® David Macchia carries on a two-decade tradition of innovation in financial services marketing. David's thought leadership and strategic insights have been reflected in the development of numerous technology-based marketing innovations. He regularly shares his insights through speaking engagements as well as articles and interviews which have appeared in a variety of industry publications including Research Magazine, Financial Planning, InvestmentNews, National Underwriter, Advisor Today, Life Insurance Selling, Broker World and Life & Health Advisor.

David has provided marketing consulting services to many financial services companies including ING, AIG, Sun Life Financial, Jackson-National, Securities America Investments, Aviva, Protective Life, The Phoenix Companies, NFP Securities, Curian Capital, Fixed Income Securities, Great American Life and Symetra Financial. A primary focus of David's work involves the creation of consumer-facing multimedia presentations and web-based technology designed to compliantly deliver new media content to the web browser. He guided Wealth2k's development of Traject™, a web-based communications network able to provide insurance carriers and broker-dealers with end-to-end content syndication combined with real-time management of financial advisors' marketing activities.

David led Wealth2k's development of The Income for Life Model™, an open architecture retirement income distribution solution backed by industry-leading marketing technologies. He has also created private-label income distributions solutions for a variety of client companies. All of these solutions are hosted and managed on the Traject™ technology network and collectively involve the participation of dozens of broker-dealers and thousands of financial advisors.

Wealth2k is a founding member of the non-profit Retirement Income Industry Association (RIIA), the leading association of financial services companies sharing the common goal of crafting the next-generation of retirement income products and

processes. David is a RIIA Board member and Chair of the organization's Communications Committee.

**Thomas H. MacLeay**  
*Chairman of the Board, President and Chief Executive Officer*  
**National Life Group**

Thomas MacLeay is Chairman of the Board, President and Chief Executive Officer of the National Life Group and was elected to the Board in 1996. He served as president and chief operating officer of National Life from 1996 until his brief retirement in 2001, and returned to the company to fill the top executive positions, first on an interim and subsequently on a permanent basis. He joined National Life in 1976 and served in several investment management, corporate planning and financial roles before being appointed chief financial officer in 1991. Tom is also Chairman of the Board of Sentinel Group Funds, Inc. and currently serves on the Board of Directors of Chittenden Trust Company, the Life Office Management Association and the Central Vermont Economic Development Corporation, and is a Trustee and Chairman of the Finance Committee of the Air Force Aid Society.

**Briggs Matsko, CFP®**  
*Senior Financial Planner*  
**Lincoln Financial Advisors**

Briggs Matsko, CFP®, is a senior financial planner with Lincoln Financial Advisors. He is a leading national producer who consistently ranks in the top 10 for LFA and is a 15 year member of MDRT's "Top of the Table". Briggs has developed and manages a producer group of over 40 financial professionals and staff for LFA in Sacramento, CA.

Briggs provides comprehensive, fee-based, financial planning as well as other financial services to individual and institutional clients, which include some of the nation's largest health care systems.

Through his speaking engagements, media interviews, demographic research and 33 years of client experience, Briggs is nationally recognized as an expert on Retirement Income Distribution. He has developed his own patent pending, objective, process-driven approach to help clients plan for income distribution. His mission is to help make sure that his clients can maintain their financial independence, economic freedom and dignity throughout their lifetimes.

**Chris Mayer**  
*Vice President, Retirement and Investor Services*  
**The Principal Financial Group®**

Chris Mayer, Vice President, Retirement and Investor Services, The Principal Financial Group®. Chris manages Principal's institutional annuity division, providing retirement income solutions to defined contribution plan participants. He is also part of the leadership team directing retirement income initiatives. Chris has over 20 years of experience with the Principal, including retirement planning, product development, and asset/liability management for retirement and investment products. He received his BBA in Actuarial Science from the University of Wisconsin, and is a Fellow of the Society of Actuaries and a Member of the American Academy of Actuaries.

**David McClellan**  
*Vice President, Advisor Business Development*  
**Morningstar**

As VP of Advisor Business Development, David is responsible for identifying and incubating Morningstar's software solutions for brokers and financial advisors.

For the past two years, he has been leading Morningstar's strategic initiative to develop retirement income educational content and planning tools for advisors, called Retirement Income Strategist, which is available as a stand-alone planning tool or integrated with Morningstar's market-leading Advisor Workstation platform.

He has also co-authored a white paper on mutual fund share class limits and launched a suite of compliance tools that help advisors with breakpoints, rights-of-accumulation and share class suitability.

During his diverse career, David has developed expertise in sales, marketing strategy, product development, finance, and consulting. He developed his views on market segmentation while a consultant at The Cambridge Group, a boutique strategy consultancy that makes extensive use of attitudinal-behavioral segmentation. He has co-founded several entrepreneurial ventures, including a venture capital consultancy and a financial planning software company.

He holds an MBA from the University of Chicago, and a BA in economics and history from The University of Texas.

**Steve Mitchell**  
*Director*  
**Merrill Lynch Retirement Group**

Steve is Director of Participant Communications, Investor Education and Planning Tools for the Retirement Group at Merrill Lynch and led the development of *The Merrill Lynch New Retirement Study: A Perspective from Individuals and Employers*. He has over 30 years of broad based experience in the retirement and investment field (retail and institutional), including client service management, benefits consulting, marketing and product development.

Over the past several years, he has focused extensively on investor education, developing investor education guides, seminars and planning tools for retirement, college and estate planning.

A graduate of the University of Southern Maine, Steve is a frequent speaker at client and industry events and a regular media spokesperson on a wide range of retirement and investing topics.

**Ruth Mitman, PhD**  
*50-plus Market Advisor and President*  
**Mitman Group LLC**

Ruth Mitman, PhD, is a 50-plus market advisor and President of the Mitman Group LLC. As a national speaker, consultant and trainer, Dr Mitman helps companies increase their market share by understanding and speaking to older customers better than their competitors thereby increasing sales, improving customer service and retaining hard-won clients.

Dr. Mitman has over 25 years of mature market experience. She graduated from Michigan State University with a PhD in Gerontology and Education.

Ruth has consulted with organizations such as The Hartford Financial Services Company, Chase Credit Card Services, MassMutual, AARP, the University of Michigan Institute of Gerontology, the MIT Age Lab, Wausau Benefits, and Adams and Knight Advertising. She is a national speaker on the topic of helping businesses capture and retain a larger portion of the 50-plus market.

She is a member of the American Society on Aging, the National Council on the Aging, the American Society for Training and Development and the Society for Consumer Affairs Professionals in Business.

Rick Nersesian has over 20 years experience in the financial industry. He is currently an Executive Director in Retirement Consulting Services at UBS Financial Services. His

responsibilities encompass development and management of products, services and strategies around individual retirement planning. He has been especially focused on designing a suite of products and services relating to retirement income solutions. Rick has developed and launched highly specialized “best in class - state of the industry” training and marketing programs for select Financial Advisors. The programs have dramatically increased ‘net new money’ business by showing advisors how to help clients with this critically important financial need. He previously served as Senior Vice President and National Consulting Director heading up sales management for products and services in Retirement, Insurance, Mutual Funds, Annuities and Qualified Plans.

Prior to joining UBS, Rick held various positions at Merrill Lynch in sales management, product management, and financial, retirement, and estate planning. During this time, he created and introduced new industry concepts and business sales models relating to the delivery of financial and retirement planning services through specialists and Financial Advisors.

Rick began his career as a Senior Tax Attorney at Exxon Corporation, where he specialized in retirement and estate planning, executive compensation, and employee benefits. He also worked in the areas of mergers and acquisitions and foreign taxation.

Rick received his Juris Doctorate cum laude from Boston College Law School and Bachelor of Arts degree magna cum laude from Syracuse University. He is a member of the New York State Bar. While at Merrill Lynch, he was selected by the firm to participate in the prestigious Coro/Leadership Program and at Exxon he was the President of the Toastmasters chapter. He often lectures and does public speaking on financial and retirement planning areas. He is on the Board of Directors of the Retirement Income Industry Association.

**Keith Piken**  
***Managing Director, Personal Retirement Solutions***  
**Global Wealth & Investment Management**

Keith Piken is the Managing Director for the Personal Retirement Solutions Department at Bank of America. In this role, he oversees the development, management and delivery of individual retirement products and services across Bank of America.

Prior to his current position, Piken served as the National Sales Manager in Bank of America’s Institutional Retirement Department. Previously he held a number of key positions at Columbia Management Group, including Managing Director of the Investment Services and National Sales Manager for Columbia’s Investment Only retirement division. Piken joined Bank of America in 1999 from Fidelity Investments, where he held various product management roles in both the institutional and retail divisions.

Keith holds a BBA from Boston College. Currently, he serves as Co-Chairman of the Programs Committee for the Retirement Industry Income Association.

**Lisa Plotnick**  
*Associate Director*  
**Cerulli Associates**

Lisa is an associate director at Cerulli Associates, a Boston-based research and publishing firm specializing exclusively in the financial services industry. Lisa is responsible for Cerulli Associates' insurance initiatives, focusing on the development, distribution, and strategic positioning of annuities and life insurance. She authors research studies for the The Cerulli Report™ series, including *Insurance Product Distribution Opportunities* and *Quantitative Update: Insurance Markets*, and contributes to The Cerulli Edge™ series. Lisa has 20 years of financial services industry experience, with particular concentration in the annuity market.

Prior to joining Cerulli Associates, Lisa was vice president and director of variable annuity research at Financial Research Corporation (FRC). During her five years at FRC, Lisa oversaw all aspects of qualitative and quantitative research in this area, and also authored numerous reports on emerging marketplace trends. Lisa previously spent 10 years with John Hancock Life, where she held several positions in the pricing and marketing of fixed and variable annuities. Formerly, Lisa was an actuarial assistant with William M. Mercer and a policy analyst with the City of New York.

Lisa earned a B.A. in Mathematics from the State University of New York at Binghamton and an M.S. in Applied Mathematics from Rensselaer Polytechnic Institute. She holds a number of professional designations, including Chartered Life Underwriter (CLU) and Fellow, Life Management Institute (FLMI). She is also a member of the NAVA Retirement Income and Member Services Committees.

**Matthew Reece**  
*Counsel*  
**Pepe & Hazard**

Matt is a member of Pepe & Hazard's Business Services Practice Group. Matt represents clients in intellectual property strategy and transactional matters, including development and licensing, strategic alliances, outsourcing, e-commerce and technology transactions, with a focus on the financial services industry. Matt graduated *cum laude* from Princeton University and *cum laude* from the Georgetown University Law Center.

**Elmer Rich III**  
***Account Manager***  
**Maritz Market Research**

For over 15 years, Elmer has served senior executives and staff of major insurance, investment and financial services companies. He is dedicated to delivering action oriented results and guidance. It is a priority that a client receives advice that can be turned into growth strategies. Surpassing client expectations is the goal.

Firms Elmer has worked with include Booz Allen and Hamilton, Morgan Stanley Asset Management, Omnicom advertising group and Mesirow Financial. Most recently, he was founder and CEO of the Rich & Co. strategic marketing consultancy for financial services firms based in Chicago.

Elmer has a Masters degree from University of Chicago where he also finished course work for a Ph.D. in gerontology and social psychology. He has a B.A. from the University of Illinois in Champaign.

A frequent speaker at industry conferences, Elmer has published articles in industry and trade magazines.

**Neal Ringquist**  
***President and Chief Operating Officer***  
**Advisor Software, Inc.**

Neal Ringquist is President and Chief Operating Officer of Advisor Software, Inc. (ASI), a privately held financial technology company based in Lafayette, California. In this capacity, Ringquist is responsible for day-to-day operations of ASI.

Previously, Ringquist served as Vice President of Sales and Marketing for Morningstar Associates, LLC, a registered investment advisor and wholly owned subsidiary of Morningstar, Inc. Ringquist served as Executive Vice President responsible for the sales, marketing and client service for mPower, a privately held, San Francisco-based investment advisory firm that was acquired by Morningstar in July 2003. He was also Senior Vice President and manager of Institutional Trust Investment Services for Wells Fargo Bank, where he was responsible for portfolio management and investment product delivery for institutional trust clients. Ringquist also held positions with Bankers Trust Company and William M. Mercer Inc.

Ringquist holds a bachelor's degree in economics from Middlebury College and a master's degree in business administration from the University of Chicago Graduate School of Business.

**Daniel E. Rosshirt**  
*Senior Manager, Retirement Services Provider Consulting*  
**Deloitte Consulting LLP**

Dan brings over 15 years of experience developing business strategies and operating plans, and implementing organizational changes to improve alignment with key business strategies for leading companies in the retirement services industry. Dan is active in several key industry organizations and serves on the Board of Directors of the National Defined Contribution Council (NDCC).

Prior to joining Deloitte Consulting, Mr. Rosshirt had his own consulting company focused on the Retirement and Asset Management industries where he advised clients on product development; capability assessment/due diligence; strategic analysis; product and organizational positioning and business development. Before entering the consulting industry, Mr. Rosshirt was Vice President and Head of Marketing and Strategic Planning for MetLife's Retirement and Savings group. In that capacity, Dan had direct management and oversight responsibility for advertising, collateral development, government and industry relations, internal communications, investor relations, media relations, request-for-proposal development, research, and strategic planning.

**Charles Ruffel**  
*Chief Executive Officer*  
**Asset International Inc.**

Mr. Ruffel founded Asset International, Inc. in 1987 and is the Chief Executive Officer. Asset International is a financial information company based in Stamford, CT. Its media products include *Global Custodian*, *PLANSponsor*, *NewsDash*, and *PLANADVISER*, and their eponymous websites. The company's related products include events and conferences, research, training and adviser services. He was previously a financial writer for *Institutional Investor* in New York and at *Financial Mail* in Johannesburg as well as an account executive for McCann Erickson Advertising in London.

He received an MS in Journalism from Columbia University in 1984 and an MA in History from Cambridge University in 1979.

**Steve Saxon**  
*Principal*  
**Groom Law Group**

Steve joined the firm in 1979 following his graduation from Georgetown University Law School. He received his undergraduate degree from Colgate University.

At Groom Law Group, Steve works on a wide variety of administrative, litigation, and legislative matters involving tax-exempt organizations and ERISA. Steve specializes in

matters relating to Title I of ERISA, with respect to which he has obtained scores of advisory opinions and exemptions. Steve also represents tax-exempt clients in IRS audits and appeals procedures, as well as in restructuring non-profit organizations to address unrelated business income tax and other issues. In addition, Steve has worked on numerous DOL audits of plans and financial institutions that service plans. He heads up the firm's special practice groups on pension plan investments and on 401(k) plan administrative and investment management matters. Among other things, these groups focus on the ERISA, securities, banking, and tax issues that arise in connection with the offering of products to employee benefit plans. Steve was recently selected by his peers as one of the "Best Lawyers in America."

In his leadership role at the firm, Steve has found interesting parallels between the attorneys whom he works with and the clients for whom he works. "I have found our clients to be hard-working, ethical, creative, and deeply committed to doing the most that can be done to further their company's interests," he says. "And like our clients, my colleagues are committed, hard-working, and creative. Because of the commitment exhibited by our clients, we are driven to helping them succeed."

When he is not working on behalf of his clients, Steve spends a great deal of time on charitable endeavors. "My involvement with Catholic Charities and the D.C. Special Olympics, seeing their commitment to helping the poor and disadvantaged has been very important to me." Steve was a founding director of a legal aid network and is currently Chairman of the Finance Committee of the D.C. Special Olympics."

Steve is admitted to practice in the District of Columbia.

### **Meir Statman**

*Professor of Finance*

**Leavey School of Business, Santa Clara University**

Meir Statman is the Glenn Klimek Professor of Finance at the Leavey School of Business, Santa Clara University. His research focuses on behavioral finance. He attempts to understand how investors and managers make financial decisions and how these decisions are reflected in financial markets.

The questions he addresses include: What are the cognitive errors and emotions that influence investors? What are investor aspirations? How can financial advisors and plan sponsors help investors? What is the nature of risk and regret? How do investors form portfolios? How successful are tactical asset allocation and strategic asset allocation? What determines stock returns? What are the effects of sentiment? How successful are socially responsible investments?

Meir's research has been published in the *Financial Analysts Journal*, the *Journal of Portfolio Management*, the *Journal of Finance*, the *Journal of Financial Economics*, the *Journal of Financial and Quantitative Analysis* and many other journals. The research has

been supported by the National Science Foundation, the Research Foundation of the CFA Institute and the Investment Management Consultants Association (IMCA). Meir is a member of the Editorial Board of the Financial Analysts Journal, the Advisory Board of the Journal of Portfolio Management and the Journal of Investment Consulting, an Associate Editor of the Journal of Financial Research, the Journal of Behavioral Finance, and the Journal of Investment Management and a recipient of a Batterymarch Fellowship, a William F. Sharpe Best Paper Award, a Bernstein Fabozzi/Jacobs Levy Outstanding Article Award, the IMCA Journalism Award and Richard J. Davis Award and two Graham and Dodd Awards of Excellence. Meir consulted with many investment companies and presented his work to academics and professionals in many forums in the U.S. and abroad.

Meir received his Ph.D. from Columbia University and his B.A. and M.B.A. from the Hebrew University of Jerusalem.

**Harry N. Stout**  
*President*  
**U.S. Retail Annuity Business Group**

Harry N. Stout is President of ING's U.S. Retail Annuity Business Group and reports to Kathy Murphy, Head of U.S. Wealth Management. He is also a member of ING's Global Management Council.

After graduating from Drexel University, with a B.S. in Business Administration, Harry began his career in public accounting with KPMG where he spent 10 years serving primarily multi-national enterprises. He then joined a top 50 U.S. multi-line insurer where he gained extensive experience in a series of multi-disciplined senior positions. Prior to joining ING, Harry spent 10 years with OM Financial Life Insurance Company (OM Life) where he served in several key leadership roles for both OM Life and its parent companies St. Paul Companies and Old Mutual U.S. Life Holdings, Inc., including that of President and CEO of OM Life. Harry also served as Deputy Chief Executive of Old Mutual U.S. Life Holdings, Inc. and was a director of Old Mutual U.S. Holdings, Inc.

Harry is a nationally known speaker and author on life insurance and annuities. He has also been active in the American Council of Life Insurers, is a member of the board of LIMRA International and recently served a two year term on the board of the Insurance Marketplace Standards Association.

**Laurence J. Stybel**  
*Co-Founder*  
**Stybel Peabody Lincolnshire**

Laurence J. Stybel's expertise is leadership change in complex systems. Areas of expertise include retained search for Directors, CEOs, and CFOs, coaching to help

companies develop bench strength of high potential CEO candidates. He also has a national reputation for conducting Board of Directors self evaluation programs.

Larry's Board of Director experience includes CS Technologies, Inc. This company provides databases for the search industry. Retention Engine, Inc. is IT infrastructure for stock option accounting for global companies. He also has been on the Board of Directors of COMPENSATION & BENEFITS and a columnist in that magazine. He was a member of the Board of Directors of the New England Chapter of the National Association of Corporate Directors.

Google ranks Larry's website boardoptions.com #1 on the Internet for Board of Director Talent.

Google ranks Larry's website stybelpeabody.com #1 on the Internet for Senior Executive Career Management.

Larry was co-founder of Lincolnshire International, Inc. ([www.lincolnshireintl.com](http://www.lincolnshireintl.com)) and its President for three years. Under his leadership, Lincolnshire moved from the start-up phase to a global talent management company with 114 offices and 242 consultants around the world. Founded in 1987, Lincolnshire is a global human capital management company, focusing on a systems approach to leadership management.

Larry is Co-Chair of the Financial Executives International CFO Roundtable, a confidential national forum reserved for CFOs of public companies and sponsored by The Financial Executives International. FEI is the global professional association for senior financial executives. ([www.fei.org](http://www.fei.org)).

He has a column called "From Success to Significance" in *02138*, an independent magazine that goes to alumni of Harvard University. ([www.02138mag.com](http://www.02138mag.com)). The column focuses on ways that Harvard alumni manage their careers.

As a thought leader in leadership, Dr. Stybel and Peter Drucker are contributors to *THE HARVARD BUSINESS REVIEW ON CAREER MANAGEMENT*. (Boston: Harvard Business School Publishing, 2003). He also is a contributor to *HARVARD BUSINESS REVIEW ON HUMAN RESOURCE MANAGEMENT* (Boston: Harvard Business School Publishing, 2002). Larry is the author of "Linking Strategic Planning and Management Manpower Planning," which appeared in *CALIFORNIA MANAGEMENT REVIEW*. He has written articles about leadership in *HARVARD BUSINESS REVIEW*, and *MIT SLOAN MANAGEMENT REVIEW*. Larry's work has been profiled in *BUSINESS WEEK*, *INVESTOR'S BUSINESS DAILY*, and *THE WALL STREET JOURNAL*.

Larry received his doctorate at Harvard University in the area of organization behavior. He studied under Chris Argyris and was his Teaching Assistant for two years. Larry is referenced in *WHO'S WHO IN INDUSTRY & FINANCE* and *WHO'S WHO IN AMERICA*.

**Nicolo G. Torre**  
***Director of Research***  
**ASI**

Nicolo Torre is the Director of Research at ASI. Mr. Torre joined ASI in 2003. From 2001 to 2003 he was a Senior Vice President at Greenwich Capital Markets involved in proprietary trading. Previous to joining GCM, Mr. Torre was the Managing Director of Research at Barra. Mr. Torre holds a BA from Harvard College, a Ph.D. from the University of California at Berkeley and a CFA.

**Alfred A. Turco**  
***Managing Partner***  
**Pepe & Hazard LLP**

Alfred A. Turco (Hartford) is the Managing Partner of the law firm of Pepe & Hazard LLP. Mr. Turco is an *ERISA* and *Financial Services* partner, whose practice concentrates on financial transactions and ERISA fiduciary responsibility. He counsels employers, fiduciaries and financial services organizations in connection with their development, acquisition, management and disposition of ERISA investment products and services. An author on annuity and stable value products, Mr. Turco serves on the Board of Directors of the Retirement Income Industry Association and the Retirement Security Institute at the University of Hartford. He serves as a member of the Criminal Justice Commission, State of Connecticut. He earned a B.A. from Fordham University, and a J.D. from the University of Connecticut. He is admitted to practice in Connecticut (1969).

**Elvin Turner JD, M.B.A.**  
***Managing Director***  
**Turner Consulting LLC**

Elvin Turner JD, M.B.A. is Managing Director of Turner Consulting LLC. He is an industry analyst, writer and speaker who uses consumer and industry research to ground his conclusions. He has a deep background in the financial services industry that he uses to make his reports and speeches highly relevant to financial services companies and others. He brings 26 years of experience working at or for leading financial services organizations, including MassMutual, Bank of America (Fleet Bank), Travelers Life & Annuity (Citigroup) and Hartford Life.

Before forming Turner Consulting LLC, Elvin managed a team of analysts at Conning Research & Consulting, one of the most respected insurance research organizations in the industry, and consulted with Insurance Services & Solutions. While at Conning Elvin authored three strategic studies: “*Term Life Insurance: A Straw In Search of A Camel’s*

Back,” “*The Retirement Marketplace: The Pressures and the Promise*,” and “*The Variable Annuity Marketplace: Thriving in Unfamiliar Terrain*.”

Elvin holds a degree in Economics and Political Science from Yale University, a J.D. from Harvard Law School and a M.B.A. from the University of Connecticut. He is married with two children and is actively involved in his local church.

**Laura Varas**  
***President***  
**Mast Hill Consulting**

Laura Varas is President of Mast Hill Consulting, which specializes in research and consulting to the financial services industry, with an emphasis on retirement and investments. Practice areas include strategy consulting for product initiatives and marketing campaigns, research, white paper development, sales force education, meeting facilitation and vendor selection. She is a frequent speaker at industry conferences, such as those hosted by Financial Research Corporation, Retirement Income Industry Association, Money Management Institute, American Banker, Financial Research Associates, other conferences and private corporate events.

In over fifteen years of experience in the U.S. and abroad, Laura has held leadership roles in Fidelity Investments’ mutual fund, retirement and institutional businesses, as well as Citibank consumer banking distribution and strategic planning. Her business line expertise includes investments, retirement, brokerage and banking, through retail, institutional and advisor channels, to various customer groups. She honed her strategy and customer insight skills in earlier roles at Grey Advertising, Colgate-Palmolive, and in the strategy practice of Mercer Management Consulting.

Since the beginning of 2005, she has collaborated with Financial Research Corporation on five retirement income studies, including the two most recent, Converting Retirement Income into Practice and Engaging PowerBoomers, which analyzes current retirees’ use of financial services, and provides prescriptive implications for firms. Related work with FRC includes a small business retirement landscape, and many client engagements. Outside of FRC, other publications include “Expanding the Global View”, a 2006 white paper on sub-asset class allocation in international investing, as well as “A Bird’s Eye View” and “Separately Managed Accounts in the Bank Market”, papers sponsored by the Money Management Institute, published in 2005 and 2006 by Dover Financial Research.

She holds a *cum laude* Bachelor of Arts degree in economics from Yale University and a Master of Management degree from the Kellogg School at Northwestern University. Laura is also an avid sailboat racer, accomplished musician, and wine enthusiast.

**Bing Waldert**  
*Associate Director*  
**Cerulli Associates**

Bing is responsible for Cerulli Associates' intermediary distribution initiatives, focusing on distribution and strategic positioning within intermediary channels. He authors research studies for the **The Cerulli Report™** series and contributes to **The Cerulli Edge™** series. Bing has more than eight years of financial services industry experience, with particular concentration in wholesale distribution.

Prior to joining Cerulli Associates, Bing held a variety of roles at MFS and MFS/Sun Life Financial Distributors. His responsibilities included coordinating distribution company input on Product Development initiatives, training wholesalers and sales desk on products, and working with sales and marketing on product positioning. Previously, he was a financial consultant at Salomon Smith Barney.

Bing received his B.A. from the College of the Holy Cross in Economics and Classics. He has passed NASD Series 7, 24, and 63, and life insurance licensing exams.

**J. Ben Williams**  
*Co-founder, Vice President & Chief Technical Officer*  
**Retirement Engineering, Inc.**

Ben, a software developer for more than 25 years, is co-founder of Retirement Engineering. In 1996, he co-founded Rational Investors, an independent provider of investment education and advice products for the defined contribution 401(k) market. He was the architect and lead implementer of its web-based investment advice product. Rational Investors, one of the top three players in this new market, was sold to Standard & Poor's in 1999, where Ben served as Vice President of Technology for S&P's Retirement Services group for two years following the sale.

Ben's background in software engineering and finance includes several economically significant software development successes.

Ben studied computer science at the Massachusetts Institute of Technology.

**Constance (“Connie”) Williams**  
*Managing Partner*  
**Synectics**

Constance (“Connie”) Williams is the Managing Partner responsible for leading the Synectics practice areas in Consumer and Customer Insight and New Product Development. She is a twenty-plus year marketing veteran who previously served in a

number of senior marketing positions at Heublein/IDV (now Diageo) and, earlier in her career at a major New York-based global advertising agency.

Connie applies her expertise in creative consumer discovery to eliciting new and profound Insights for client applications in developing new products, marketing strategy and brand communication. She has filed a patent application on the unique process she has pioneered for discovering consumer insight and was named an *Altran Fellow*, recognizing her work as one of the leading consultants in a network of over 16,000 professionals. She designs and frequently leads clients in workshop programs designed to help clients advance their own creative skills and in developing Consumer and Customer Insight. Her recent client assignments include Gillette/P&G, Wellpoint, Hartford Insurance Group, Unilever, Sonic Drive-in, and Georgia Pacific. .

Connie grew up in Southern California and received her B.A. at U.C. Irvine in History and Anthropology and her M.B.A. from U.C.L.A. in Marketing and Labor Relations. She now lives in Hartford, Connecticut with her husband, Tom Foote, a special education administrator in the Bristol, Connecticut public school system and their two teenaged children, Paul and Sarah. She lives in a lovingly-restored Victorian “castle” and enjoys jazz, rooting for the RedSox and the UConn women’s basketball team and weekends at their lake cottage in the Northwest hills of Litchfield County.

**J. Spencer Williams**  
***Senior Vice President, Income Management Group***  
**MassMutual**

Spencer leads MassMutual’s Income Management Group, a new business whose charter is to further MassMutual’s penetration, product offerings and distribution reach in the emerging market for retirement income management services. Prior to his current role, Spencer headed MassMutual’s Life Sales & Marketing efforts to distribute life insurance through the Career Agency System, as well as third party distributors including banks, broker-dealers and independent agencies. Spencer was formerly a founder and CEO of Persumma Financial, LLC, a MassMutual Financial Group company. Persumma Financial was formed in late 1999 to provide a new generation of services to corporate defined contribution plans. Spencer was also Senior Vice President, Chief Financial Officer and a member of the MassMutual Financial Services Group executive management team from 1997 to 1999. During his tenure, he managed the financial aspects of the Retirement Services, Annuities, Trust and Institutional Life Insurance lines of business. In addition, he served as CFO for the MassMutual Institutional and MML Series mutual fund families.

Prior to MassMutual, Spencer was Senior Vice President of Retirement Plan Services for Federated Investors, where he led the business and service operation of the company’s corporate and institutional retirement plan products. Before this, Spencer spent more than a decade in a variety of positions in the financial services industry, including stock and option trading on the floor of several major U.S. exchanges, heading the development and

operation of an international family of mutual funds based in the U.S., and an international stock arbitrage operation.

A 1979 graduate of the United States Naval Academy, Spencer earned his undergraduate degree in English and his MBA from the University of Pittsburgh. He is a registered representative as well as an NASD registered securities principal. Spencer served on active duty in the U.S. Navy for five years, and participated in the liberation of Grenada and the United Nations' peacekeeping operations in Beirut, Lebanon. Spencer was the 1999 recipient of MassMutual's President's Leadership award. Spencer, his spouse Loretta, and their thirteen children, make their home in Sturbridge, Massachusetts.

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