Welcome to the Casualty Insights Conference!
Welcoming Remarks

Rebecca Bole
EVP & Editor-in-Chief
Advisen
Leading the way to smarter and more efficient risk and insurance communities, Advisen delivers:
The **right** information into
The **right** hands at
The **right** time
To power **performance**
Thank you to our Advisory Board

Daniel Aronson, Marsh
Joseph Cellura, Allied World
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Casualty Insights Conference

Big Nasty Claims Conference

September 20, 2018
New York City

Learn More
Chair Opening Remarks

Lisa Kerr
Vice President, Risk Management
Henry Schein Inc.
View from the Top:
Reinsurers ‘In Conversation’
View from the Top: Reinsurers ‘In Conversation’

Joseph Cellura
President, North American Casualty Division
Allied World
Moderator
View from the Top: Reinsurers ‘In Conversation’

Joseph Cellura  
President, North American  
Allied World

M. Steven Levy  
President and CEO, Reinsurance Division  
Munich Reinsurance America

Keith Wolfe  
President US P&C  
Swiss Re
Buyer’s Perspective:
Disruption challenges on and over-the-horizon
Buyer’s Perspective

David T. Carlson
US Manufacturing & Automotive Industry Practice Leader
Marsh
Moderator
Buyer’s Perspective

David T. Carlson
US Manufacturing & Automotive Industry Practice Leader
Marsh

Alan Gier
Director, Global Risk Management & Insurance
General Motors

John Kline
Director, Risk & Insurance Management
Discover Financial Services

Amy Wagner
VP, Global Products, Insurance & Risk Management
Ryder System, Inc
Morning Break

Coming up next...

Mass Torts and Other Large Claims
Mass Torts and Other Large Claims
Mass Torts and Other Large Claims

Jonathon Drummond
Head of Casualty Brokerage, North America
Willis Towers Watson
Moderator
Mass Torts and Other Large Claims

Jonathon Drummond
Head of Casualty Brokerage
Willis Towers Watson

Josh Gold
Shareholder, NY
Anderson Kill

Phil Goldberg
Director & Co-Chair
Shook Hardy & Bacon LLP

Emily O. Slater
Managing Director
Burford Capital

Megan Watt
Chief Claims Officer
Everest Insurance
Mass Torts & Large Claims

What are the large exposures (not just mass torts) that are affecting the industry?

What will be the cumulative effect of these exposures on the casualty sector?

View points: Policyholder Counsel, Lobbyist / Regulatory; Litigation Funder; Insurer
State of the Market – Casualty Marketplace Disruptors

Auto Liability
- Distracted Drivers
- Auto Fatality Trends
- Accident Frequency
- Cost of Technology

Worker’s Compensation
- Aging Workforce
- Regulatory Reform
- Medical Bill Inflation
- Opioid Addiction

Umbrella Liability
- Personal Injury Trends
- Toxic Tort Landscape
- Highly Organized Plaintiffs Bar

General Liability
- Liberal Class Action Certification
- Catastrophic Liability Losses
- Desensitized Jury Pools
- Punitive Damage Trends
Historic Settlements

**Tobacco (1998)**
$206 Billion + assessed future payments – no cap
Consolidated case brought by 46 State Attorneys General – seeking payment for healthcare costs for treating smoking related illnesses

**Vioxx (2007)**
$4.85 Billion (+ $1.2 Billion – legal costs)

**Fen-Phen**
Diet Drugs (2000)
$3.8 Billion

**Dow Corning**
Breast Implant Litigation (1998)
$3.2 Billion

**BP**
Gulf of Mexico Oil Spill (2016)
$20 Billion
(Resolved only civil claims for environmental damage; BP total cost $62B)
Asbestos – still going…

Net Ultimate asbestos losses for P& C Industry – now @$100B ($15B increase)
P&C Industry estimated annual incurred - $2.1B & annual payout $2.5B

“With no way of knowing where the end is, and given the total funding for the industries’ asbestos losses has now reached nearly $85 billion, it is clear that the asbestos issue will continue for years to come”

– A.M. Best, November 2016

TALC 2016-17

TALC - 4,800 – 5,000 Claimants

To date 6 plaintiffs’ verdicts (2016-17)

$631.5M Punitive Damages Awarded in 6 Verdicts

2 of the 6 verdicts have been reversed (causation; jurisdiction) (October 2017)

MDL – U.S.D.C. Newark, Judge Freda Wolfson

Allegations Causes Ovarian Cancer

$92.5M Compensatory Damages awarded in 6 Verdicts
Takata Airbags

Largest recall in US Automotive History
(65M cars to date & could climb to 100M)

$650M to 44 state governments and DC

Worst case scenario recall costs $24B

Bankruptcy proceeds will compensate victims; repay debts

$1B
$850M to auto makers;
$125M to people injured;
$25M to federal regulators for concealing defects

Takata filed for Bankruptcy & signed agreement in November 2017 to sell assets for $1.5B
Nat CAT – 2017 New Records

2017 – Costliest Year Ever for Weather Catastrophes

$330B Total Global Economic Losses
330 Nat Cats
(97% were weather-related)

$135B “insured losses in private sector & government sponsored programs”

60% of Global Insurance Payouts for Harvey, Irma & Maria

### CA Wildfires - 2017

| $9B – CA Wildfires (insured losses) | Accumulation of Loss - property loss migrates to the casualty policy
| $800M PG&E's Liability Insurance Tower | PG&E & CA Wildfires |
| CA Law – If a utility’s equipment is the substantial cause of the damage (even if it has met established levels of inspection & safety) it faces potential liability for property damage & attorneys fees. | 2017 October – PG&E Share price drops 22% |

See https://www.insuranceandrisk.com.au/bushfire-liability-claims-soar-to-800m/
2018 Trends

<table>
<thead>
<tr>
<th>#MeToo</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Harassment, Assault, Abuse, Discrimination in the workplace &amp; elsewhere</td>
</tr>
<tr>
<td>Michigan State University 144 lawsuits (4x as many victims as Penn State)</td>
</tr>
<tr>
<td>Penn State $243M</td>
</tr>
</tbody>
</table>

US Women’s Gymnastics Scandal – more than 140 women

#MeToo - How much could it cost? Some estimates - $2B

[See https://www.law.com/therecorder/2018/03/26/metoo-wave-has-employers-and-their-insurers-running-for-cover/]
2018 Trends

Pharma Exposure Leads (medical devices and drugs top the list):

- Zostavax
- Xarelto
- Victoza
- Hernia Mesh & Transvaginal Mesh
- Mesothelioma
- Talcum Powder
- Whistle Blower
- Wage & Hour Employment
- Discrimination & Sexual Abuse

See classaction.com

- Opioids – states, cities, counties suing pharma companies for expenses associated with addressing the opioid epidemic.
- Are the damages the result of covered bodily injury arising out of an occurrence or simply reimbursement of healthcare expenses?

See https://topverdict.com/lists/2016/united-states/1
Cyber

What is Cyber Risk?

Institute of Risk Management

“What we mean by cyber risk is any risk of financial loss, disruption of damage to the reputation of an organization from some sort of failure of its information technology systems.”

- Hacker Attacks
- Data Breaches
- Viruses
- Employee Sabotage
- Network Downtime
- Multi-media Liability
- Human Error

Artificial Intelligence, automation telematics, driverless cars & block chain, to name a few, are “the game changers”.

Consensus is that CYBER risks are an opportunity, but much remains unknown about these risks with projections varying widely regarding exposures.
## Data Breaches

### “The 17 biggest data breaches of the 21st century” - Taylor Armerding

<table>
<thead>
<tr>
<th>Date</th>
<th>Company</th>
<th>No. of users</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>Equifax</td>
<td>143M</td>
</tr>
<tr>
<td>2016</td>
<td>Adult Friend Finder</td>
<td>412.2M</td>
</tr>
<tr>
<td>2015</td>
<td>Anthem</td>
<td>78.8M</td>
</tr>
<tr>
<td>2014</td>
<td>eBay</td>
<td>145M</td>
</tr>
<tr>
<td>2014</td>
<td>JPMorgan Chase</td>
<td>76M</td>
</tr>
<tr>
<td>2014</td>
<td>Home Depot</td>
<td>56M</td>
</tr>
<tr>
<td>2013</td>
<td>Yahoo</td>
<td>3B</td>
</tr>
<tr>
<td>2013</td>
<td>Target</td>
<td>110M</td>
</tr>
<tr>
<td>2013</td>
<td>Adobe</td>
<td>38M</td>
</tr>
<tr>
<td>2012</td>
<td>US Office of Personnel Mng</td>
<td>22M</td>
</tr>
<tr>
<td>2011</td>
<td>Sony’s PlayStation Network</td>
<td>77M</td>
</tr>
<tr>
<td>2011</td>
<td>RSA Security</td>
<td>40M</td>
</tr>
<tr>
<td>2008</td>
<td>Heartland Payment Systems</td>
<td>134M</td>
</tr>
<tr>
<td>2006</td>
<td>TJX Companies, Inc.</td>
<td>94M</td>
</tr>
</tbody>
</table>

# Notable Data Breach Settlements

<table>
<thead>
<tr>
<th>Company</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anthem</td>
<td>$115 million (pending approval)</td>
</tr>
<tr>
<td>Target</td>
<td>$28.5 million</td>
</tr>
<tr>
<td>Home Depot</td>
<td>$19.5 million</td>
</tr>
<tr>
<td>Sony (PlayStation)</td>
<td>$15.0 million</td>
</tr>
<tr>
<td>Ashley Madison</td>
<td>$12.8 million</td>
</tr>
<tr>
<td>Sony (employee info)</td>
<td>$8.0 million</td>
</tr>
<tr>
<td>Stanford University Hospital</td>
<td>$4.1 million</td>
</tr>
<tr>
<td>AvMed Inc.</td>
<td>$3.1 million</td>
</tr>
<tr>
<td>Vendini</td>
<td>$3.0 million</td>
</tr>
<tr>
<td>Schnuck Markets</td>
<td>$2.1 million</td>
</tr>
</tbody>
</table>

“’A Grand Illusion’: seven days that shattered Facebook’s façade”

By: Olivia Solon, San Francisco, The Guardian, March 24, 2018

“Since the Observer reported that the personal data of about 50 million Americans had been harvested from Facebook and improperly shared with the political consultancy Cambridge Analytical, it has become increasingly apparent that the social network has been far more lax with its data sharing practices than many users realised.”

“‘This is the story we have been waiting for so people will pay attention not just to Facebook but the entire surveillance economy,’” said Siva Vaidhyanathan, a professor of media studies at the University of Virginia.”
What is coming...

Shareholder Derivative Lawsuits
($50B in lost market cap)

Consumer Fraud Lawsuits

Deceptive Business Practices Lawsuits

FTC Inquiry
(2011 Consent decree)

Regulatory Violations - Fines

Increased Regulatory Oversight

Privacy Policies – Redefined

#DeleteFacebook Movement
What are we thinking?

What are the social, cultural, economic, legal, regulatory implications of the “surveillance economy”?

Now: How do you define, identify & price risk?
Panel Questions?
Autonomous Vehicles: Changing Liability, but how?
Autonomous Vehicles: Changing Liability, but how?

Elizabeth K. Johnson
Head of Excess Casualty
AIG
Moderator
Autonomous Vehicles: Changing Liability, but how?

Elizabeth K. Johnson
Head of Casualty
AIG

Alan Gier
Director, Global Risk
Management & Insurance
General Motors

Liz Kramer
Technical Director – Auto
Zurich

Michael R. Nelson
Partner, New York
Eversheds Sutherland
Autonomous Vehicles
Changing Liability, But How?

Elizabeth Johnson
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Head of Excess Casualty

Al Gier
General Motors
Global Director, Corporate Risk Management & Insurance
President and Chairman, General International, Limited

Liz Kramer
Zurich North America
Technical Director, Auto

Mike Nelson
Eversheds Sutherland
Partner
Who’s Responsible in a Traditional Vehicle Crash?
Who’s Responsible in a Fully Driverless Vehicle Crash?  
(Based on U.S. survey responses)
CAS AV Case Study – Adjusting from personal auto to products liability may increase premium

<table>
<thead>
<tr>
<th>% of Prem Dollar</th>
<th>PPA Baseline</th>
<th>Products Liability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Avg Prem</td>
<td>$ 781</td>
<td>$ 1,794</td>
</tr>
<tr>
<td>Expected Loss</td>
<td>60.3%</td>
<td>57.7%</td>
</tr>
<tr>
<td>ALAE</td>
<td>2.2%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Expenses</td>
<td>34.4%</td>
<td>30.4%</td>
</tr>
<tr>
<td>Profit</td>
<td>3.1%</td>
<td>7.8%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Assumptions

1. Insured population adjustment: 100% vehicles receive full coverage
2. Provide voluntary liability limit coverage to every vehicle
3. Pass physical damage coverage to manufacturer
4. Redefine claim coverage based on manufacturer ownership liability
5. Eliminate physical damage deductibles
6. Replace personal auto expenses and profit provisions with commercial assumptions
7. Increase limits to $1 million

Option 1: $1M/$1M split limit PIP and Med Pay at current voluntary limit

Option 2: $1M single coverage including PIP and Med Pay

No figures above take loss mitigation from AV into account

Source: CAS Automated Vehicles and the Insurance Industry: A Pathway to Safety: The Case for Collaboration, Spring 2018
Loss Mitigation would need to be 60-70% to place Products Liability premium close to personal auto rates.

The decrease in loss is projected to have the largest impact on personal auto

Baseline scenario: Assumes nearly complete adoption of autonomous technology by 2050 and almost 90% reduction in accident frequency per vehicle.

Source: The chaotic middle: The autonomous vehicle and disruption in automobile insurance. @2017 KPMG LLP
“In my opinion, the self-driving car community is woefully deficient in its testing and evaluation programs (or at least in the dissemination of their test plans and data)… Google X has advertised that its cars have driven 2 million miles accident free, and while I applaud this achievement, New York taxi cabs drive two million miles in a day an a half. This 2 million mile assertion is indicative of a larger problem in robotics, especially in self-driving cars and drones, where demonstrations are substituted for rigorous testing.”

– Mary Cummings, PhD
   Director, Human and Autonomy Laboratory, Duke Robotics

“Things are changing rapidly, but this will be a long journey.”

– Gill Pratt, CEO Toyota Research Institute
Levels of automation

Source: Society of Automotive Engineers
Levels of automation – timeline

- Level 2
- Level 3
- Level 4
- Level 5
Accident Frequency Could Fall Dramatically

The KPMG Actuarial Team estimates by 2050 a potential reduction in accident frequency of almost 90% through additive benefits from technology improvements and car stock conversion.

Source: KPMG LLP – “The Chaotic Middle: Autonomous Vehicles and Disruption in Automobile Insurance” – June 2017
Questions
Conference Luncheon
Coming up next...

Track 1
“Strategies to Manage the Opioid Epidemic: Partnering with Your Pharmacy Benefit Manager”

Track 2
“Tax Reform: Impact Analysis”
Track 1
Strategies to Manage the Opioid Epidemic: Partnering with Your Pharmacy Benefit Manager
Strategies to Manage the Opioid Epidemic

Thomas F. Ryan
Senior Principal, National Practice, Integrated Casualty Consulting
Willis Towers Watson
Moderator
Strategies to Manage the Opioid Epidemic

Thomas F. Ryan
Senior Principal
Willis Towers Watson

Dr. Craig J. Ross
Regional Medical Director
Liberty Mutual Insurance

Nina McIlree, M.D.
Vice President, Medical Management
Zurich

Laura O’Leary
Director Managed Care
Everest Insurance
Strategies to Manage the Opioid Epidemic:
Partnering with Your Pharmacy Benefit Manager (PBM)

March 29, 2018
2018 Casualty Insight Conference

Panel

Thomas F. Ryan (moderator)
Senior Principal
Willis Towers Watson

Nina McIlree, M.D.
Vice President-Medical Management
Zurich Insurance Group

Laura O’Leary
Director-Managed Care
Everest Insurance

Craig J. Ross, DO
Regional Medical Director
Liberty Mutual Group
Overview of the Opioid Epidemic

• How Did We Get Here?

• What is the “Current State”? 
Centers for Disease Control (CDC): Overdose Death Rates

1999

2016

Designed by L. Rossen, B. Bastian & Y. Chong. SOURCE: CDC/NCHS, National Vital Statistics System
How PBMs and Carriers Leverage Data & Technology

- Data Mining
- Predictive Analytics
Strategies to Manage the Opioid Epidemic

Additional Innovative Strategies PBMs & Carriers are Implementing

• In-House Formularies
• “Peer to Peer” Review
• CDC Guidelines
• Physician Dispensing
• Urine Drug Testing in Pain Management
• State Prescription Drug Monitoring Programs (PDMP)
Workers’ Compensation Drug Formularies – March 2018

* Alaska and Delaware reference/adopt preferred drug lists (PDLs)
Questions & Answers
Risk Financing and TPAs: Transparency and Pricing of Claims
Risk Financing and TPAs

Leslie Batterson
Senior Claims Consultant and Aon Optics Co-Thought Leader
Aon
Moderator
Risk Financing and TPAs

Leslie Batterson  
Senior Claims Consultant and Aon  
Optics Co-Thought Leader  
Aon

Mike Hessling  
Executive VP – Chief Client officer  
Gallagher Bassett

Tim Roberts  
Vice President – Workers Compensation Claims  
Everest Insurance
Adjusting to an Aging Workforce: Re-Engineer your Return-to-Work Program
Adjusting to an Aging Workforce

Emil Metropoulos
Senior Vice President – Workers’ Compensation & Terrorism Specialty Practice Leader
Guy Carpenter

Mary Tavarozzi
National Leader – Group Benefit Practices
Willis Towers Watson
Adjusting to an aging workforce: re-engineer your Return-to-Work program

An aging and changing workforce is changing the risk landscape – introducing new exposures to employers. This session will explore opportunities to revise your RTW program in light of these new exposures.

Emil Metropoulos
Senior Vice President – Workers’ Compensation Practice Leader, Guy Carpenter

Mary Tavarozzi
National Leader – Group Benefit Practices, Willis Towers Watson
• The American workforce has grown older over the last two decades, and people above the age of 55 will soon represent more than a quarter of all US workers.

• The aging of the workforce carries with it the potential for higher workers’ compensation expenses for employers, driven by more costly injuries and illnesses and longer recovery times for injured workers.

• In light of these demographic realities, employers can take several steps to limit their risk.

• Forward-looking strategies that combine integrated wellness programs, job design, and ergonomics can help employers maintain a healthy, productive workforce, and reduce workers’ compensation costs.
Engaging an aging workforce
Defining the population

- Older workers — those who are at or approaching the traditional retirement age of 65 — are the fastest-growing segment of the workforce and one of the fastest-growing groups in the overall population*

- Employees beginning their careers often have different physical, financial, emotional and personal needs than employees transitioning into retirement

- A 2015 study found that 73% of employees say they would value more personalized benefits geared toward employee age groups**

*Source – Harvard Business Review “Engaging Your Older Workers”
In 1992, the median age of the civilian labor force in the US (people 16 and up who are working or looking for Work) was 37.1, according to the US Bureau of Labor Statistics (BLS). Since then, the median age steadily increased to 41.9 in 2012, and is projected to reach 42.6 in 2022.

When older employees are injured on the job, the costs to employers can be much higher than when younger workers are injured. NCCI analysis of data from 1996 to 2007 shows that lost-time claims with temporary payments to 45- to 64-year-old employees cost 56% more than similar claims 20- to 34-year-old employees. In addition to higher wages for experienced employees, much of this additional cost can be attributed to the presence of comorbidities that are more likely to develop in older workers.
## Population health highlights

<table>
<thead>
<tr>
<th>Event</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>13x</strong></td>
<td>People ages 65 to 74 were diagnosed with Type 2 Diabetes, 13 times as often as people age 45 or younger</td>
</tr>
<tr>
<td><strong>20.5M</strong></td>
<td>Cataracts affects nearly 20.5 million American age 40 or older. By age 80, more than half of all Americas have a cataract or have had surgery</td>
</tr>
<tr>
<td><strong>#1 &amp; #2</strong></td>
<td>Heart disease is the leading cause of death for men and women over age 60; followed closely by cancer</td>
</tr>
<tr>
<td><strong>50%</strong></td>
<td>After age 50, as many as half of all women will break a bone due to osteoporosis</td>
</tr>
<tr>
<td><strong>6.5M</strong></td>
<td>Depression affects more than 6.5 million Americans age 65 or older</td>
</tr>
</tbody>
</table>

Source – American Association of Retired Persons ("AARP")
Employers emphasize key clinical areas to improve member health and reduce costs

<table>
<thead>
<tr>
<th>Clinical Area</th>
<th>Extent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Metabolic Syndrome/Diabetes</td>
<td>To a very great extent</td>
<td>76%</td>
</tr>
<tr>
<td>Musculoskeletal</td>
<td>To a great extent</td>
<td>69%</td>
</tr>
<tr>
<td>Cancer/Oncology</td>
<td>To a moderate extent</td>
<td>67%</td>
</tr>
<tr>
<td>Mental Health</td>
<td>To a moderate extent</td>
<td>65%</td>
</tr>
<tr>
<td>Maternity/Infertility</td>
<td>To a moderate extent</td>
<td>53%</td>
</tr>
</tbody>
</table>

To what extent will your organization focus on the following clinical areas as a means of improving member health and reducing costs over the next three years?

Sample: Companies with at least 1,000 employees.
**TOP 10 CLAIM DIAGNOSES FOR LOST-TIME CLAIMS WITH TEMPORARY PAYMENTS THAT CLOSED WITHIN 24 MONTHS OF DATE OF INJURY, ACCIDENT YEARS 1996-2007**

<table>
<thead>
<tr>
<th>AGES 20-34</th>
<th>AGES 45-64</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Sprain lumbar region</td>
</tr>
<tr>
<td>2</td>
<td>Lower leg injury, not otherwise specified</td>
</tr>
<tr>
<td>3</td>
<td>Sprain of ankle, not otherwise specified</td>
</tr>
<tr>
<td>4</td>
<td>Unilateral inguinal hernia</td>
</tr>
<tr>
<td>5</td>
<td>Cervicalgia</td>
</tr>
<tr>
<td>6</td>
<td>Lumbar disc displacement</td>
</tr>
<tr>
<td>7</td>
<td>Carpal tunnel syndrome</td>
</tr>
<tr>
<td>8</td>
<td>Lumbago</td>
</tr>
<tr>
<td>9</td>
<td>Sprain lumbosacral</td>
</tr>
<tr>
<td>10</td>
<td>Sprain of neck</td>
</tr>
</tbody>
</table>

Source: NCCI
For employers, the good news is that older workers seem to be no more prone to work injuries than younger ones.

A 2011 report by the NCCI found that the frequency of workplace injuries and illnesses has declined since the mid-1990s for all age groups. And while in 1994 there was a sizable difference between the injury frequency of younger employees (age 20 to 24) and older workers (age 55 to 64), that gap had largely disappeared by 2009.

Older workers are often valued by employers because of their knowledge, skill, and productivity. If experienced employees are absent from work for extended periods of time — or retire as a result of injury — the resulting shortfall in qualified workers can be troubling, especially for a number of technical industries that are already under stress from economic and demographic shifts.

For example, a 2013 report from the National Academy of Sciences noted that energy and mining companies will face challenges in replacing baby boomers who are expected to retire over the next several years. And a 2013 report from the NTAR Leadership Center at Rutgers University identified a similar concern for health care organizations as experienced physicians and nurses retire and demand for medical care grows.
Targeted wellbeing programs for an aging workforce

- **Medication Compliance and Polypharmacy**
  - Provide educational programs related to medication compliance and polypharmacy

- **Physical Activity**
  - Focus on physical activity and weight bearing exercises to reduce risk of injury

- **Weight Management**
  - Provide programs related to weight management to lower risk of complications such as Type II Diabetes and Heart Disease

- **Emergency Planning**
  - Create and share emergency planning documents with family and friends
  - Develop them based on risk and diagnosis

- **Affinity Groups**
  - Development and promotion of affinity groups to minimize isolation
  - Topics include grief and loss, travel, and dining out

- **Resilience Programs**
  - Implement resilience programs to help employees build the skills necessary to bounce back from stress and challenging circumstances

- **Financial well-being programs**
  - Offer financial well-being programs or benefits to employees to assist with planning for retirement or saving for the future
Targeted well-being programs for an aging workforce

<table>
<thead>
<tr>
<th>Physical Well-being</th>
<th>Emotional Well-being</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategies to reduce extended sitting through sit-to-stand desks, exercise breaks during meetings and others</td>
<td>Improve access to mental health services through telehealth and teletherapy</td>
</tr>
<tr>
<td>Programs related to weight management</td>
<td>Establish a healthy workplace culture to prevent suicides among employees through promotion of mental health counseling, education on suicide warnings and response and others</td>
</tr>
<tr>
<td>Educational programs related to medication compliance and polypharmacy</td>
<td>Implementation of Resilience programs to help employees build the skills necessary to bounce back from stress and challenging circumstances</td>
</tr>
<tr>
<td>Focus on physical activity and weight bearing exercises to reduce risk of injury</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Social Well-being</th>
<th>Financial Well-being</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development and promotion of affinity groups related to grief and loss, travel, dining out and others</td>
<td>Provide access to Employee Emergency Relief Funds for employees facing financial hardship due to unexpected events like natural disaster, funeral expenses or others</td>
</tr>
<tr>
<td>Offer caregiving benefits to provide flexibility for employees taking care of elderly parents or children</td>
<td>Offer financial well-being programs or benefits to employees to assist with planning for retirement or saving for the future</td>
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<tr>
<td>Introduce programs intended to minimize isolation</td>
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✓ INTEGRATED WELLNESS PROGRAMS
✓ JOB DESIGN AND ERGONOMICS
✓ MANAGING THE EFFECTS OF AN AGING WORKFORCE
Track 2
Tax Reform: Impact Analysis
Tax Reform: Impact Analysis

Aidan Kelly
Associate Director
Aon
Moderator
Tax Reform: Impact Analysis

Aidan Kelly
Associate Director
Aon

Philip Jacobs
Principal, National Insurance Tax Sector Leader
KPMG

Michael Natal
Head of Regional Tax, Senior Vice President
Swiss Re

P. Bruce Wright
Partner
Eversheds Sutherland
Tax Reform: Impact Analysis

High level for onshore insurance companies/CFC definition
- US corporate tax rate reduced from 35% to 21%
- Proration changes, especially for life companies
- DRD changes
- Reserve changes
- NOL changes
- CFC changes

High level “off-shore” changes
- New Base Erosion and Anti-Abuse Tax (BEAT) provisions
- Global Intangible Low-Taxed Income (GILT) – “super” subpart F
- Tightening of PFIC exception for insurance companies

A carrier’s perspective
- C-suite reactions
- Effects on business model: cash, capital, and tax, other
- Operational changes
- How to deal with questions and uncertainty...
InsureTech: A game-changer, but how?
InsureTech: A game-changer, but how?

Audrey Rampinelli
Senior Risk Executive
Vice President
Risk Management
Moderator
InsureTech: A game-changer, but how?

Audrey Rampinelli
Senior Risk Executive, Vice President, Risk Management

John Heveran
SVP and CIO of Commercial Insurance
Liberty Mutual

Alex Schwarzkopf
CEO, Co-Founder
Pillar Technologies, Inc

Sarah Street
Director of XL Innovate
XL Catlin
The Gig Economy: Distinguishing between Employee and Contractors
The Gig Economy

Barry Martin
Executive Vice President
Old Republic Risk Management
Moderator
The Gig Economy

Barry Martin
Executive Vice President
Old Republic Risk Management

Jim Blinn
EVP, Client Solutions
Advisen

Temitope K. Yusuf
Partner
Arent Fox LLP
Professional Liability of Freelancers

• No cases found
• Possibly covered by arbitration
Auto Accident

• Vicarious liability
• Negligence, Negligent Hiring, Negligent Supervision and Negligent Retention
• Fraud (representations of safety)
Auto Accident: Uber & Lyft

• Vicarious liability
• Negligent Hiring, Training, Retention & Supervision
• Products Liability
Driver Assaults Passenger

- Negligence, Negligent Hiring, Negligent Supervision and Negligent Retention
- Fraud (representations of safety)
- Battery
- Assault
- False Imprisonment
- Intentional Implementation of Emotional Distress
Passenger Injures/Assaults

Passenger

• Negligence –
• Failed to have policy or procedure for protecting passengers
• Failed to warn of dangers of pool rides
• Failed to instruct drivers on protecting passengers
Afternoon Break

Coming up next...

Afternoon Keynote
Afternoon Keynote

Tony DeFelice
Managing Director and Casualty Practice Leader
Aon

Brian Duperreault
President and Chief Executive Officer
AIG
Closing Remarks & Reception