

APPENDIX A
CURRICULUM VITAE
WILLIAM D. HAGER

**WILLIAM D. HAGER
CURRICULUM VITAE**

(to be read together with <https://www.expertinsurancewitness.com>)

**PRESIDENT, INSURANCE METRICS CORPORATION
BOCA RATON, FLORIDA - JANUARY 2000 to PRESENT**

Mr. Hager formed Insurance Metrics Corporation in early 2000. The focus of this Corporation is three-fold:

1. The provision of reinsurance arbitration service,
2. The provision of expert insurance witness services, and
3. The provision of non-litigation insurance consulting.

CERTIFIED REINSURANCE ARBITRATOR

Certified by ARIAS (AIDA Reinsurance and Insurance Arbitration Society) as one of some 400+ certified reinsurance arbitrators in the U.S. ARIAS certifies qualified arbitrators and serves as a resource for parties involved in related disputes. ARIAS provides procedural guidelines, best practices and a code of ethics for its members. Certified arbitrators must be knowledgeable and reputable and meet minimum criteria as follows:

1. Industry Experience. At least 10 years of significant specialization in the insurance/reinsurance industry;
2. Arbitration Experience. Completed at least three ARIAS conferences or workshops; and
3. Member of ARIAS. Be an individual member in good standing of ARIAS.

PRACTICING ATTORNEY AT THE HAGER LAW FIRM,

Boca Raton, Florida.

Practice limited to insurance and reinsurance matters.

ELECTED MEMBER OF THE FLORIDA HOUSE OF REPRESENTATIVES

NOVEMBER 2010 to 2018, term limited as of January 1, 2019.

Mr. Hager was first elected in November 2010 to a two--year term to the Florida House of Representatives in Tallahassee Florida and re-elected to that same position in 2012, and again in 2014 and 2016. Hager represents House District No. 89, which consists of the South and Central beach communities of Palm Beach County. Cities represented in Palm Beach County include Boca Raton, Boynton Beach; Briny Breezes; Delray Beach; Town of Gulfstream; Highland Beach; Hypoluxo; Lantana; Manalapan; Ocean Ridge; the Town of Palm Beach; the Town of West Palm Beach and Singer Island. The District encompasses about 170,000 Floridians. Some

of the Legislative Committees Hager serves or has served on are the following, all by appointment by Speaker of the House: Insurance and Banking; Judiciary (parent committee); Civil Justice Subcommittee; Taxation: Charter Schools and Commerce, among others. Hager has also chaired Judiciary Appropriations, consisting of some \$5 billion in annual appropriations for Florida's judicial system, including all of the courts and public defenders and prosecutors and prison system and the Attorney General's Office.

PRINCIPAL, COMP PREMIUM WIZARDS

Website: <https://www.comppremiumwizards.com>

NOVEMBER 2008 to PRESENT

Workers' compensation consultation services are offered for high risk industries such as construction, mining, and hazardous waste, as well as professional employer organizations (PEOs). Audits, the workers' comp classification system, e-mod analysis, high deductibles, retros, and scheduled ratings are analyzed by Mr. Hager and skilled actuaries who are highly experienced in workers' compensation.

DEPUTY MAYOR (2004-2005) AND CITY COUNCIL MEMBER

CITY OF BOCA RATON, FLORIDA - APRIL 2002 to 2009

Mr. Hager was elected to a two-year term on the Boca Raton City Council, effective April 1, 2002. During his successful first term Council Member Hager focused on the city budget, quality of citizen services, increased educational opportunities and development plans. He was reelected to a second two-year term without opposition, effective April 1, 2004. At the same time Councilman Hager was also appointed Deputy Mayor, and he held this position for one year until 2005. Mr. Hager was subsequently re-elected to a third term of office in March of 2006, also without opposition, with that term running through March of 2009. As City Councilman and Deputy Mayor, Mr. Hager participated in the oversight of the Boca Raton City Government. He served as an elected member of the Boca Raton City Council through early 2009.

CENETEC, L.L.C.

BOCA RATON, FLORIDA - JANUARY 2000 to JANUARY 2002

In early 2000, Mr. Hager co-founded Cenetec along with a group of entrepreneurs serving as its CEO and Chairman of the Board. Cenetec served as a for profit accelerator designed to help pioneering entrepreneurs turn their most innovative Internet and high technology products and services into successful companies. Cenetec enabled a number of early stage companies to effectively transform themselves into revenue producing enterprises. Cenetec currently holds positions in a number of such companies.

CO-FOUNDER, RISK METRICS CORPORATION

BOCA RATON, FLORIDA - 1998 to 1999

Co-founded this information company in 1998. Risk Metrics gathers and sells public data to a wide range of customers. Mr. Hager recently sold his shares in Risk Metrics and no longer holds a position in the Company.

PRESIDENT AND CHIEF EXECUTIVE OFFICER, NCCI, INC.

BOCA RATON, FLORIDA - 1990 to 1998

Mr. Hager was appointed President and CEO of the National Council on Compensation Insurance (NCCI) in May 1990. NCCI is the nation's largest workers' compensation and health care informatics corporation. Headquartered in Boca Raton, Florida, the corporation provides rate making services, database products, software, publications and consultation services to state funds, self-insureds, independent bureaus, agents, regulatory authorities, legislatures and more than 700 insurance companies. While under Mr. Hager's leadership, NCCI had annual revenues approaching \$150 million, NCCI employed 1,000 people located in 20 offices around the United States and was and is the licensed statistical and rate advisory organization in nearly 40 states. During Hager's leadership, NCCI had annual pricing responsibility for some \$16 billion of workers' compensation premium and responsibility to gain regulatory approval of that pricing.

During Hager's tenure, NCCI doubled revenues (from \$70 million to \$150 million), reduced loss cost inadequacy to nearly zero (down from 25% inadequacy), brought residual markets to an underwriting break-even point (down from \$2 billion in annual underwriting losses) and provided the intellectual foundation for \$1.5 billion in statutory reform. Concurrently, the organization was right-sized (head count reduced from 1,500 to 1,000), firepower was substantially increased (technical and professionals increased from 40% to 85% of the employment base), and the organization was converted from a rate bureau to a contemporary, competitive information company.

Specific expert skills that emanate from this position include:

Reported to a Board of Directors consisting of the lead insurance industry CEOs;

Oversaw an actuarial department with 150 employees;

Directed rate filings totaling about \$100 billion of premium consisting of about 500 complex rate filings; as such, Mr. Hager is very familiar with the rate making process, the strategy relating to filings and the organizational intent of all rate making organizations;

Intensive management of the federal antitrust exposure of NCCI. As an organization that lawfully promulgated rates on behalf of competitors, this exposure was intensive and pervasive;

Positioned to provide pivotal strategic guidance and testimony as to resistance to a proposed rate filing or its approval. Working with a former NCCI FCAS, we are able to zero in on the relevant features of these rate filings;

Positioned to provide expert testimony as to whether an insurer's behavior conforms or fails to conform to industry practices; Damages, including punitive damages as appropriate, regarding workers' compensation insurers; and RICO matters.

INSURANCE COMMISSIONER, STATE OF IOWA DES MOINES, IOWA - 1986 to 1990

As Insurance Commissioner appointed by Governor Terry Branstad in July 1986, Mr. Hager was responsible for the regulatory oversight of all insurance companies, agents and brokers authorized to conduct business in the state of Iowa. He directed departments responsible for solvency oversight, consumer protection, agency licensing, and the administration of property and casualty, life and health insurance industries. In addition, Mr. Hager oversaw state regulation of the securities industry with Iowa's Supervisor of Securities reporting directly to him.

Mr. Hager brought contemporary technology to the Insurance Division. He pushed for aggressive legislation resulting in increased prosecution of agents and companies. For example, in 1986, \$16 million was recovered from insurers for Iowa consumers. Under his direction, the division spearheaded an effort to attract new insurance operations to Iowa. Under this program, 3,000 new insurance jobs were added in 1988 alone. The program continues to date and is nationally recognized as a model of a constructive environment for attracting insurer operations. He was also responsible for implementing an assertive senior citizens advocacy program to educate the elderly on insurance purchases. Mr. Hager also strengthened rate oversight by leading the effort to hire an FCAS within the Department. Under Hager's leadership the FCAS was paid substantially more than Hager and even more than the Governor of the State.

The most important and yet least visible regulatory tool for an insurance commissioner is regulating for solvency. Mr. Hager was recognized for tenacious solvency regulation. During his term, several preexisting insolvencies were brought to completion and closed out. Furthermore, a number of marginal domestic insurers were declared insolvent and liquidated. Mr. Hager also facilitated a preemptive sale of a \$4 billion Iowa domestic insurance company (Integrated Resources Life Insurance Co.) when its parent teetered on insolvency. The department worked with the insurer when a "run on the bank" was imminent and led a rapid sale of the insurer preempting a probable major insolvency. Under the terms of the sale all policyholders were made whole.

The department also recommended and supported state and federal prosecution of several insurance executives (e.g., American Excel) who committed financial fraud.

Specific expert skills that emanate from this position include:

- Responsible for oversight, interpretation and application of entire Iowa insurance code, which is analogous to most states;
- Interpretation and application of insurance laws and regulations to specific fact settings on a daily basis;
- Functioned frequently as an APA Hearing Officer, f/k/a hearing officer, applying insurance law to specific contested facts and rendering scores of written opinions. Topics included rate proposals for workers' comp, property/casualty, life and health; agents and insurer license revocations; unfair trade practice matters; and declaration of insolvencies;
- Working familiarity with SAP (vs. GAAP);
- Merger/acquisition approvals;
- Examination process; and
- Reinsurance/ Bulk Reinsurance approvals.

NATIONAL ASSOCIATION OF INSURANCE COMMISSIONERS (NAIC)

1986 to 1990

Concurrent with his service as Iowa Insurance Commissioner, Mr. Hager served as a member of the NAIC. The NAIC is an organization of the insurance commissioners of all 50 states and meets regularly in locations throughout the U.S. to consider and evaluate national insurance issues. The NAIC considers all major insurance issues and formulates responsive model insurance laws and regulations, which are then routinely (but optionally) adopted at the individual state level. In addition, the NAIC promulgates and updates the key insurer financial reporting format, namely the NAIC Annual Statement Blank. The organization is based in Kansas City, Missouri and is staffed by well over 100 personnel.

NAIC Chairmanships – Chairman of the Midwest Zone. Mr. Hager was elected by his fellow Insurance Commissioners from the Midwest Zone (composed of the Midwest states, constituting about one quarter of all of the states) to provide leadership and representation of the Midwest before the balance of the states. This position included a position on the Executive Committee of the NAIC as well as major responsibilities relating to the assignment of states (and their related examiners) to specific examinations, both triennial and Market Conduct.

NAIC Leadership: Member of the Executive Committee. Mr. Hager also served as an elected member of the Executive Committee of the NAIC, the body that served as the steering committee of the organization, providing leadership between full membership meetings and providing recommendations to the full membership as to complex or politically charged issues within the organization.

NAIC Chairmanships – Chairman of the Life Insurance Committee. As a member of the NAIC, Mr. Hager served as both Vice Chairman and Chairman of the NAIC Life Insurance Committee. The charge of this Committee was oversight over all issues relating to life insurance products (including illustrations) as well as life insurers. This position and my four years of service at the NAIC exposed me to Mr. Hager to all aspects of life insurer operations and responsibilities.

NAIC Chairmanships: Chair of the Universal Life Insurance Task Force. In addition to chairing the Life Insurance Committee, Mr. Hager also chaired the Universal Life Insurance Task Force. The responsibility of this Committee included oversight of emerging life insurance products such as universal life.

NAIC Chairmanships: Chair of the Life Insurance Product Development Task Force. Mr. Hager also chaired the Life Insurance Product Development Task Force. While chairman of this task force, he led the development of model disclosure statements for universal and indeterminate premium life products designed to assist consumers in their comparison of different types of interest sensitive life insurance products, after a survey of the states determined regulatory problems existed with these products.

NAIC Chairmanships Chair of the Financial Services and Insurance Regulation Task Force. Mr. Hager also served as Chair of the Financial Services and Insurance Regulation Task Force and Member of the Executive Committee. Working with the other U.S. financial industries, this Task Force had responsibility to reconcile issues relating to non-insurance financial matters (e.g., banking and securities) in their intersection with insurance and insurance regulation.

NAIC – Other Committees. In addition, he also served on the following NAIC committees:

- Member, the Blanks Committee
- Member, Guarantee Fund Committee
- Member, Rehabilitator and Liquidators Committee
- Member, Casualty Actuarial Committee
- Member, Commercial Lines Committee
- Member, Valuation of Securities Committee,
- Member, International Insurance Relations Committee • Member, Accounting Practices and Procedures Committee and
- Member, State and Federal Legislative Committee.

Specific expert skills in regard to NAIC include:

- Eight years of direct hands on experience at the NAIC as a regulator;
- Very familiar with the NAIC mechanisms;
- Conversant with and adept at applying NAIC publications to litigation (e.g., Examination Manuals; Liquidation Manuals; Accounting Manuals; SVO Office, etc.); and
- Working with recognized regulatory focused CPA's, Mr. Hager is able to provide specific and finite insurance/liquidation accounting expert testimony.

Ongoing Regulatory Involvement. In the years since leaving the regulatory ranks, Mr. Hager has continued to be closely involved with the NAIC and the regulatory community. As President and CEO of NCCI, he was in regular attendance at meetings of the NAIC and continues to currently attend these meetings and to be actively engaged with the regulatory process.

PRACTICING ATTORNEY, HAGER & SCHACHTERLE
DES MOINES, IOWA - 1983 to 1986

Following his time in Washington, D.C., Mr. Hager returned to Des Moines and opened his own law firm in 1983. The firm specialized in corporate insurance, regulatory insurance and employee benefit matters. The firm also provided general legal services. Mr. Hager represented numerous clients (companies and agents) in regulatory matters before the Iowa Insurance Department. Representative matters included:

- Policy forms approval
- Rate approval
- Insurer disciplinary matters
- Agent disciplinary matters, and
- Insurer merger acquisition and holding company matters

Mr. Hager also lobbied on behalf of insurers at the state legislature and NAIC level. Representative clients included the:

- Property Casualty Insurance Association of America (PCIAA)
- The Iowa Professional Insurance Agents Association (PIA)
- Iowa Association of Life Underwriters (IALU)

GENERAL COUNSEL AND DIRECTOR OF GOVERNMENT RELATIONS
AMERICAN ACADEMY OF ACTUARIES
WASHINGTON, D.C. - 1980 to 1983

Mr. Hager served as General Counsel and Director of Government Relations for all Academy activities, including advising on admissions, discipline, federal antitrust and general corporate law. He represented the 20,000-member organization before Congress (e.g., Senate Committees on Banking, Commerce, Finance and Labor, and House committees on Education, Labor, Energy, and Ways and Means). He also represented the Academy before federal regulatory agencies, including the:

- Pension Benefit Guaranty Corporation
- Health Care Financing Administration, and
- The United States Department of Labor
- His additional duties included daily monitoring and reporting of all Congressional and regulatory activities affecting the profession.

While at the Academy Mr. Hager was also chief staff support to the following Academy Committees/functions:

- Committee on Discipline
- Committee on Risk Classification
- Committee on Guides to Professional Conduct
- And several others

Actuarial Standards Board. Mr. Hager worked with Academy committees that subsequently provided the impetus for the creation of a national actuarial standards board that later became the Actuarial Standards Board (ASB). See below.

Specific expert skills in this position include:

- Author of "[The Emerging Law of Actuarial Malpractice](#)"
- Working knowledge of Actuarial Professional Standards, including conversance with the pronouncements of the Actuarial Standards Board
- Adherence of the particular work product (or professional ethics) to actuarial professional standards
- Applicable expert conclusions
- Knowledge of the organization and structure of the actuarial profession; the profession's players; and the interaction of actuarial science and insurance
- Ability to optimize actuarial malpractice and rate proposal cases
 - Cross examination assistance of opposing actuarial experts
 - Expert testimony as to standards (work product and ethics)

ACTUARIAL STANDARDS BOARD (ASB)

WASHINGTON D.C. - 1980 to 1983

As stated, concurrent with his service at the American Academy of Actuaries, Mr. Hager served as lead counsel to the Interim Actuarial Standards Board, the forerunner of the Actuarial Standards Board. This Board promulgates the professional standards that come to bear on the actuary's professional work product, including professional demeanor. It parallels actuarially, the Financial Accounting Standards Board (FASB) as it relates to the accounting profession.

CHIEF OF STAFF AT THE UNITED STATES CONGRESS

U.S. HOUSE OF REPRESENTATIVES

WASHINGTON, D.C. - 1979 to 1980

Mr. Hager served as Chief of Staff, f/k/a Administrative Assistant, in Washington D.C. to Iowa Congressman Tom Tauke (Republican from Dubuque) for one year. His duties included the following:

- Coordinated district operations from Washington, D.C.
- Supervised office accounts

- Supervised district grant applications, and
- Managed a staff of 14

CHIEF DEPUTY, IOWA INSURANCE DEPARTMENT
DES MOINES, IOWA - 1976 TO 1978

Reported directly to Commissioner Herb Anderson. Mr. Hager supervised the following divisions within the Department:

Life and Health Division. The Life and Health Division was responsible for oversight of all life and health policy forms approvals as submitted by insurers. Additionally, this division was also responsible for all related Life/Health rate change proposals.

Property Casualty Division. The Property Casualty Division was responsible of oversight of all property casualty policy forms approvals as submitted by insurers. Additionally, this division was responsible for all related property/casualty rate change proposals.

Complaints Division. This division was responsible for the processing and oversight of all consumer complaints received by the Insurance Department. In the Department's resolution of such complaints and where patterns of insurer and agent wrongdoing arose, to prosecute the insurers/agents under the Iowa Administrative Procedures Act. Mr. Hager personally led the Administration Prosecution of scores of such cases.

Agents Licensing Division. This application was responsible for overseeing all agent-licensing applications.

Examination Division. Hager's duties included that of oversight of the examination division in connection with insurer annual statement filings and audits and solvency matters.

In addition to the above, Mr. Hager supervised initiation of formal administrative actions relating to departmental rules, companies (i.e., mergers, holding company activities and disciplinary activity), and agents (i.e., disciplinary).

IOWA ASSISTANT ATTORNEY GENERAL
DES MOINES, IOWA - 1975 TO 1976

Assigned to the Department of Insurance, serving as the Department's General Counsel. In that capacity, he:

- Represented the Department in all state and federal litigation;
- Prepared briefs for the Department's use in agency administrative hearing
- Provided day-to-day legal guidance to the Commissioner as to all relevant matters
- Prepared and issued Attorney General Opinions relative to insurance matters
- Interpreted state insurance law and regulations

- Prosecutor for APA hearings on behalf of the Insurance Department

LEGAL COUNSEL TO THE REPUBLICANS, IOWA HOUSE OF REPRESENTATIVES DES MOINES, IOWA - 1975 SESSION

Retained by the Republicans of the Iowa House of Representative as their legal counsel for 1975 Session. In this position, Mr. Hager provided legal counsel on all relevant caucus issues and provided the following staff support:

- Researched pending legislation
- Prepared memorandums in support of proposed legislation
- Provided legal advice
- Participated in bill drafting
- Worked the floor of the legislature as to specific legislation

MATHEMATICS TEACHER, KALAKAUA INTERMEDIATE SCHOOL KALIHI DISTRICT, HONOLULU HAWAII - 1970-1972

Taught junior high mathematics and Hawaiian history in a school with a significant population of Hawaiian students during academic years 1970-71 and 1971-72.

EDUCATIONAL BACKGROUND

- University of Northern Iowa, Cedar Falls, Iowa
Bachelor of Arts degree, Secondary Mathematics Education, 1969
- University of Hawaii, Honolulu, Hawaii
Master of Education Degree, Educational Psychology, 1972
- University of Illinois, Champaign, Illinois
Juris Doctor, 1974

BAR ADMISSIONS AND OTHERS

Florida, by exam 2004;

Illinois, by exam 1975 (this license is currently in inactive status and is eligible for reactivation at any time at my volitions – this is so because I am and remain in good standing with the Illinois Bar);

Iowa, by exam 1975;

United States Supreme Court 1978

Member, South County Bar Association, Palm Beach County and Member of several of its Committees, including:

- ADR/Mediation;
- Corporate and Business, and;
- Civil Practice

Member of the Florida Bar and Member of the following Sections or Committees: 1

- Health Law
- Administrative Law
- Workers Compensation Law.

COMMUNITY

- Past Member of the Board and Past Vice Chairman of the Board, Boca Raton Regional Hospital
- Co-Chairman of the 2001 American Cancer Society's Ball (Boca Raton)
- Ball Chairman 1999 Boca Raton Community Hospital
- Ball Co-Chair of the 1998 Boca Raton Historical Society Ball
- Ball Chair of the 1997 American Heart Association Ball
- Board of Directors, National Conference of Christians and Jews of Southeast Florida
- Board Member, past Chair, Boca Raton Chamber of Commerce
- Member of the Session and current Stewardship Campaign Chairman, First Presbyterian Church (Delray Beach)
- Past Board Member, Past Chair, Florida Atlantic University Executive Advisory Board, College of Business
- Past Board Member, Past Campaign Chair, United Way of Palm Beach County
- Past Chair, March of Dimes Walk America
- Advisory Committee to the Board: Pinecrest School, Fort Lauderdale, Florida

AWARDS

- Sun Sentinel Excalibur Award for Business Leaders in South Florida (awarded for excellent business practices)
- Silver Medallion Award, National Conference of Christians and Jews (awarded for ecumenical work in the community between all ethnic groups)
- Business of the Year (to NCCI), 1996 as CEO
- Many awards for work as Deputy Mayor and Elected Member of the Boca Raton City Council for seven years;
- Many awards for work as an Elected Member of the Florida House of Representatives for eight years;
- Others

¹ Committee and section membership varies from year to year with each bar membership.

PROFESSIONAL

- Elected Councilman and Deputy Mayor of the City of Boca Raton; term ran from 2002 through 2009.
- Elected Member of the Florida House of Representatives: 2010 – 2018.

AUTHOR

- Numerous Iowa Attorney General Opinions (1975-76)
- Antitrust Guide, American Academy of Actuaries (1982)
- Numerous other articles in various publications while General Counsel and Director of Government Relations to the American Academy of Actuaries (1980-1983)
- Numerous articles in various publications while Iowa Commissioner of Insurance (1986-1990)
- Author (and lecturer) of the Insurance Course of the Iowa Bar Review (1985- 1991)
- Numerous Hearing Officer Decisions under the Iowa Administrative Procedures Act (1978-1980; 1986-1990)
- Numerous articles about the US Workers Compensation System while President and CEO of NCCI (1990-1997)
- Law Review Article: William D. Hager, "*The Authority of the States over Debtor Coercion by the Federal Savings and Loan Associations*," 27 Drake Law Review 651 (1977)
- Law Review Article: William D. Hager and Paul Noel-Chretien, "*The Emerging Law of Actuarial Malpractice*," 31 Drake L.Rev. 831 (1982)
- Law Review Article: William D. Hager & Larry Zimpleman, "*The Norris Decision, Its Implications and Applications*," 32 Drake L. Rev. 913 (1983)
- Numerous other articles

PRESENTATIONS

- Numerous presentations to various groups while Iowa Assistant Attorney General
- Numerous presentations to various groups while Iowa First Deputy Insurance Commissioner
- Numerous presentations to various actuarial organizations/programs while General Counsel and Director of Government Relations of the American Academy of Actuaries
- Numerous presentations to various groups/organizations while a practicing attorney in Des Moines
- Numerous presentations to various groups while Commissioner of Insurance
- Numerous presentations to various groups while President and CEO of NCCI
- Numerous presentations to the high technology community in recent positions
- Numerous presentations before the Florida House of Representatives and its various committees from 2010 to 2018.

PERSONAL

Bill resides in Boca Raton and is the proud father of two daughters, both graduates of the University of Florida (Go Gators!!). Bill is a highly marginal golfer, and he has taught Sunday School at the First Presbyterian Church in Delray Beach, where he has also served as an Elder.

CONTACT INFORMATION

William D. Hager
President
Insurance Metrics Corporation
301 Yamato Road, Suite 1240
(aka NE 51st Street, Suite 1240)
Boca Raton, Florida 33431
T: (561) 306-5072
F: (561) 431-0596
E: bhager@expertinsurancewitness.com

Websites
Expert Insurance Witness
www.expertinsurancewitness.com

Workers' Compensation Expert
www.comppremiumwizards.com

Reinsurance Arbitrator
www.insurance-metrics.com

Summer Office
43328 Bills Beach Rd.
Dent, MN 56528