

## **Retirement**

*(Vote for up to three candidates)*

Robert J. Reiskytl

Hal Tepfer

Greg Stump

Lee D. Gold

Richard O. Goehring

(Robert) Jeff Denniston

**Robert J. Reiskytl, FSA, FCA**  
**Partner**  
**Aon**  
**Minneapolis, MN**

### **Professional Background**

Rob Reiskytl leads Aon's national Retirement Strategy and Design Team, working with organizations in the development of pension, defined contribution, retiree health, and phased retirement programs. His consulting work includes Human Resources and retirement strategy; implementation of new or revised plans including design, financing, administration; communication, ongoing management and evaluation of plans.

He helps lead Aon's research on retirement income adequacy and is particularly familiar with creative plan design alternatives and behavioral finance issues as they relate to defined contribution plans and financial wellbeing.

Rob has more than 30 years of retirement and broader human resources consulting experience. He is a Principal at Aon, a Fellow of the Society of Actuaries, and a Fellow of the Conference of Consulting Actuaries. Rob holds a B.S. degree in mathematics from Wheaton College in Illinois and an M.S. degree in actuarial science from the University of Wisconsin-Madison.

### **Society of Actuaries Experience (Section and committee memberships and participation)**

- SOA member since 1986.
- Active member of SOA Retirement Section
- 2019-2020 Member of Retirement Section DC Initiative Project Oversight Group
- Significant historical volunteer effort working with other actuarial organizations such as the Conference of Consulting Actuaries.

### **Other Relevant Volunteer Experience**

Rob presents regularly on retirement-related issues at professional meetings, and has spoken for the Conference of Consulting Actuaries, Enrolled Actuaries, the Retirement Income Industry Association, the Human Resource Executive Health and Benefits Leadership Conference, the CFA Institute, the U.S. Chamber of Commerce,



Pensions & Investments, the Investment Management Institute, the International Society of Certified Employee Benefit Specialists, and the Midwest Pension Conference.

Rob has extensive volunteer experience with the Conference of Consulting Actuaries (CCA), as a member since 2005, serving in various roles:

- Speaker at CCA Annual Meetings 2005 to present
- Chair of Annual Meeting Committee 2017-2018
- Board Member 2011-2018
- Executive Committee of the Board 2014-2016
- Annual Meeting Program Committee 2006-2018
- Membership Committee 2011 to present
- Chair of Membership Committee 2014-2018
- Strategic Planning Committee 2011-2014
- Benefits Committee 2015 to present
- Benefits Investment Committee 2015 to present
- Continuing Education Innovation Task Force 2016-2018
- E&O Insurance Program Oversight
- Welcome Committee for New Members

Rob has also volunteered in various roles through local church and community activities, mentoring and coaching children and young adults. This includes mentoring and helping young adults launch into adulthood, parenting seminars, sessions on money management and personal finance, scouting, youth sports, and children's ministry.

**Why are you interested in leading this section?**

The recent COVID-19 worldwide crisis has created not only health but also financially-related issues. I would like to see the SOA take an even stronger stance on how to help organizations and individuals better navigate these uncertain times.

I believe the actuarial profession faces significant challenges in the years ahead, especially in the Retirement Section. As increasing numbers of employers shift their focus from DB to DC, and the future of Social Security remains unclear, actuaries must adjust their point of view from "pension" to "retirement." Behavioral economics, AI and data science present areas of tremendous opportunity for actuaries in the retirement section, as we bring rigorous analysis and insights to a world that is increasingly DC-focused and largely void of such rigor.

Of key importance is our role as actuaries to measure and monitor the success of retirement systems, especially with respect to retirement income adequacy, financial wellbeing, and lifetime income. What role will actuaries play for these areas in the future? I hope to add energy and perspective to these critical issues facing the Retirement Section.

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**Hal Tepfer, FSA, EA, MAAA, FCA, MSPA**  
**Director & Associate Professor**  
**Boston University**  
**Boston, MA**

**and**  
**Senior Vice President**  
**CBIZ RPS**  
**Needham, MA**

### **Professional Background**

Multiemployer defined benefit pension plans, post-retirement medical plans, and welfare plans. I have developed a well-earned reputation as one of the leading multiemployer fund actuaries in New England. In addition, I have worked hard to incorporating technology and clarity into employee benefit plan communication, valuation, and administration.

I've spoken at meetings of actuarial organizations, local benefit groups, the American Legal Institute, and company sponsored seminars. And, I've written on employee benefits topics for publications as diverse as the EA Report, the Journal of Pension Benefits, and the Boston Business Journal. I've been teaching actuarial topics to graduate students in Boston University's Actuarial Science department for over 20 years and have been awarded the "Outstanding Faculty" award.



### **Society of Actuaries Experience (Section and committee memberships and participation)**

I have served on a variety of SOA committees in my career, including currently finishing up my third year as a member of the Education & Research Section Council (where I have served as the Secretary for two years) and having been one of the first members of the (now) Technology Section, where I served as Treasurer for part of my term.

I have served on exam committees and was an instructor for the former "Course 7 – Applied Actuarial Modeling" course. In addition, I am a current member of the Joint Board Advisory Committee on Actuarial Exams, exams which are cosponsored by the SOA).

### **Other Relevant Volunteer Experience**

Member of Board of Overseers, Speakeasy Stage Company (Boston, MA)  
Member, Alumni Board of Directors, University of Bridgeport (Bridgeport, CT)

### **Why are you interested in leading this section?**

Hello, Retirement Section voter! I hope that as you read this (and I can only hope that you've taken the time to read this!) you are staying safe and that you and your family are doing well.

I am honored to have been selected to be on the ballot for the Retirement Section Council this year and excited about the prospect of serving you as one of the Council members. I promise you that if I am fortunate enough to be elected to the Council, I will work hard for you and will work hard to maintain the role the Retirement Section Council has in the SOA and in your life.

I've been a Retirement Section member for a very long time, and a pension actuary for even longer. Although I had yet to begin my actuarial career when ERISA was passed, I was introduced to it when it we were both young. Over my (gulp) over 40- years in this field, I have worked with a wide variety of pension plan sponsors. But my focus for over the last (double gulp) two decades has been with Multiemployer plans.

I have to say that I enjoy the challenges of being a Multiemployer actuary. We not only have to make sure that the work we do is mathematically correct and meets all rules, regulations, and standards, but we must also be effective communicators. What I truly love about working with Multiemployer plans is that I have to make the complexities of

what we do clear and concise enough so that Trustee groups can readily understand our work. In addition, I have to navigate the space between opposing groups (the management side and the labor side) when I discuss the results of our work. So, I've learned to communicate effectively and in as unbiased a manner as I can.

As a current member of the Education & Research Council, I am familiar with the time and energy I will need to spend to be successful in this role, and I am - as we say in Boston - wicked psyched to get about the prospect of being a member of the Retirement Section Council.

In addition to the consulting work I do, I have been teaching in Boston University's Actuarial Science (Masters' Degree) program for a very long time. I think that working with students has allowed me to keep in touch with what young actuaries are facing as they set out on a "pension actuary" path. I believe that this, too, will help me to be as effective a Retirement Section Council as I can be.

I am excited about the opportunity that being a member of the Retirement Section Council offers. I am hopeful that you will allow me to use my experience and background to work with the Council to continue its long history of providing high-quality service, educational opportunities, and communication to its members and to other members of the SOA.

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**Greg Stump, FSA, FCA, MAAA, EA**  
Chief Actuary  
Boomershine Consulting Group  
Ellicott City, MD

**Professional Background**

- Consulting actuary since 2000
- Extensive experience in private and public sector pensions and retiree healthcare
- Current Chief Actuary and practice leader for Boomershine Consulting (Baltimore)
- Appointed and served on (Connecticut) Governor's Post-Employment Benefits Commission in 2010
- Frequent speaker at regional and national conferences

**Society of Actuaries Experience (Section and committee memberships and participation):**

- Member of Actuarial Glossary work group
- Member of Retirement Section
- Member of Health Section

**Other Relevant Volunteer Experience**

- Mentor in SOA MentorLink program
- Member of CCA Public Plans Community
- Member of AAA Public Plans Committee
- CYO youth sports coach and board of director's member



**Why are you interested in leading this section?**

I would like to use my background and experiences to help enhance the value of the SOA Retirement Section. As a consulting actuary working with public sector as well as private sector pension and retiree healthcare plans, I can offer perspectives on a wide range of retirement issues.

Given the ever-evolving retirement benefits landscape, I want to help ensure that Retirement Section members have the resources and opportunities to learn about relevant issues by sharing my experiences with plan design,

cost projections, and other crucial actuarial studies. I believe there is also a need for members to more fully appreciate the many differences between private and public sector.

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**Lee D. Gold, ASA, EA, MAAA**  
**Principal**  
**Mercer**  
**Denver, CO**

**Professional Background**

I am a Principal and Wealth Consultant in Mercer's Denver office. I have been with Mercer for over 22 years and have over 32 years of employee benefit consulting experience.

Earlier in my career, I was a corporate actuary, performing actuarial services for approximately 20 pension and retiree medical plans of my employer. In this role, I also had the opportunity to design and develop proprietary valuation software for both pension and retiree medical plans.

At Mercer, I have consulted with employers regarding, plan design, and risk management strategies for their pension, defined contribution, and retiree medical programs. My passion for optimal plan designs has led to creative and innovative solutions, as well as numerous speaking engagements, primarily on the topic of risk-sharing pension plan designs.

With employees increasingly being asked to take more individual responsibility for their own health and wealth, I made the decision in 2015 to expand my consulting focus beyond retirement, to also include financial wellness.

Consequently, I spent several years consulting with companies on their financial wellness programs, helping them with strategy development and execution. With this background and experience, I now help employers tackle a broad range of challenges across retirement, investments, and financial wellness.



I graduated from Brigham Young University with a bachelor's degree in statistics and am an Associate of the Society of Actuaries, an Enrolled Actuary, and a Member of the American Academy of Actuaries.

**Society of Actuaries Experience (Section and committee memberships and participation):**

During the past year, I have served on the Retirement Section Council for a one-year term. I have enjoyed the experience and would like to serve again, this time for a three-year term.

I was a speaker at the Society of Actuaries Annual Meeting in 2014 as part of the Pension Plan Risk Sharing Series, where I presented a case study about an organization that adopted risk sharing pension design.

I wrote a paper for the 2019 Pension Forum – In Search of a More Efficient Retirement Plan, which focused on attractive features of variable annuity plans.

**Other Relevant Volunteer Experience**

I currently serve on the Retirement System Assessment and Policy (RSAP) Committee of the American Academy of Actuaries.

**Why are you interested in leading this section?**

Having spent 30+ years helping employers with their retirement plans, I'd like to use my experience in additional ways. Serving on the Retirement Section Council has provided me a way to give back to the profession that has been so good to me. Serving for this past year has helped me understand how the council operates and the role it

plays for its members. I would like to leverage that short experience, and continue to serve on the council, putting these learnings to good use for the next several years.

I hope to continue to influence the training and research that the Section provides, using my experience to help guide those efforts. I am passionate about finding better ways to deliver financial security benefits in the retirement years and want to share that passion with others who have similar interests. Pooled retirement arrangements require actuarial expertise, and I believe strongly that pooled arrangements are still needed to efficiently deliver income during retirement. While these pooled arrangements must be structured differently than they have been in the past, actuaries are still needed to rethink and redesign retirement systems to meet the needs of sponsors and participants in the future. In the absence of pooled plans, individual account plans present enormous obstacles for participants to overcome when planning for a 30+ year retirement. Actuaries will be needed to help design strategies, plan features, and guidance that can help participants with this most-challenging problem.

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**Richard O. Goehring, FSA, FCA, MAAA, EA**  
**President**  
**Richard O. Goehring, Inc.**  
**Pittsburgh, PA**

**Professional Background**

I am an independent retirement actuary focusing on the design and administration of small business retirement plans. Prior to establishing my own business, I worked for a major insurance carrier and three national employee benefits consulting firms.

**Society of Actuaries Experience (Section and committee memberships and participation):**

I served for two years on the Education and Examination committee writing and grading pension plan related questions.

**Other Relevant Volunteer Experience**

I have served in a diverse variety of volunteer capacities such as president of a Toastmaster's Club, church deacon and Sunday school teacher, made calls for political candidates, coached a community softball team and served on the board of a local ski club. I have also done volunteer work as an actuary outside of the SOA.



**Why are you interested in leading this section?**

My vision is to help lead the Section forward in terms of a greater application of the skills and perspective of a retirement actuary to the individuals who retire as opposed to plan sponsors.

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**(Robert) Jeff Denniston, FSA, FCIA**  
**Senior Consultant**  
**Aon**  
**Toronto, ON**

**Professional Background**

Jeff is a senior consulting actuary in Aon's Retirement practice with over 10 years of experience. Jeff provides pension and actuarial consulting services to both private and public sector clients and consults on a wide range of pension issues with specific expertise on valuation, projections, mergers and acquisitions, and defined contribution plan consulting.

Jeff also chairs Aon's national Peer Review Committee which focuses on developing and implementing best practices for the review of the firm's work product and ensures that Aon is delivering its highest quality work.

**Society of Actuaries Experience (Section and committee memberships and participation):**

I have been involved with the SOA for several years as a member of the retirement section and a volunteer with the SOA's education committee as a question writer/grader for the Retirement Funding Regulations exam.



**Other Relevant Volunteer Experience**

I am director on the board of directors for the Idylwyld Golf and Country Club, serving as part of the executive committee.

**Why are you interested in leading this section?**

I am interested in joining the retirement section council to ensure the committee has representation for Canada. I am excited for the opportunity to share and give back to the SOA and its members, and to network and meet new retirement professionals.

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