'Envision Tomorrow 2023' a Success

NVISION TOMORROW—the Academy's 2023 Annual Meeting held Nov. 13-14 in Washington, D.C.-covered current and cutting-edge public policy and professionalism topics and featured general and practice-area breakout sessions on issues such as artificial intelligence (AI); diversity, equity & inclusion (DEI); climate risk; the Affordable Care Act; Social Security; and a professionalism and ethics session that included AI and related elements.

Lisa Slotznick succeeded Ken Kent in becoming the Academy's 59th president, and new members of the Academy's Board of Directors, including three incoming vice presidents and three member-selected directors, began their terms. See the full Board of Directors on p. 8, and on the Academy website.

The two-day annual event included presentation of the Academy's annual awards—the Jarvis Farley Service Award; the Robert J. Myers Public Service Award; the annual Outstanding Volunteerism Awards; the Rising Actuary Awards; and a new Award for Research, given to an academic conducting leading research related to actuarial work.



New to the event this year was a research poster session, showcasing the latest developments in actuarial research and promoting knowledge exchange as a platform for researchers, practitioners, and enthusiasts to explore cutting-edge topics, including several projects recently released or being conducted by Academy groups.

SEE ENVISION TOMORROW, PAGE 4 ▶

0

Z

R

Symposium Brings Together Stakeholders to Discuss Strategies to Advance Health Equity

T ITS INAUGURAL Health Equity Symposium, the Academy brought together actuaries, health plan experts, and other stakeholders to engage in discussions on how to improve health equity by incorporating more equity-enhancing elements into health benefit designs.

The Nov. 15 hybrid event was a culmination of four virtual workshops held with thought leaders earlier in the year by the Academy's Health Equity Committee. Watch the full event online.

The workshops and subsequent issue briefs—available on the Health Equity Committee webpage—explored the challenges to incorporating equity-enhancing benefit design features and how to address those challenges. The committee also released a summary issue brief reflecting the key points from this summer's discussion groups, which were the building blocks of the symposium.

"Addressing equity is not just the right thing to do, not simply a moral imperative—it is an economic and business



Keynote speaker Dr. Lisa Fitzpatrick

imperative," Annette James, chairperson of the Health Equity Committee, told those attending the event in person and viewing virtually.

Actuaries must contribute to such discussions given the high costs of health disparities. "We can't sit on the sidelines; we have to get in the game," James said.

Professionalism Counts— 'A Better Actuary'

Alert Spotlights Climate Change Issues

Social Security & the Financially

SEE **SYMPOSIUM**, PAGE 4 **Issue Paper Examines** Disadvantaged

CE & OTHER LEARNING OPPORTUNITIES

2023

DECEMBER

- **4–5** Seminar on Effective P/C Loss Reserve Opinions, Charlotte,
 - 5 "An Actuarial View of Data Bias: Definitions, Impacts, and Considerations," cross-practice webinar
- 12 "PBR Bootcamp: VM-31 as Seen by Regulators," life webinar
- 14 "Capital Market Outlook," pension webinar
- **18** "A Discussion of ASOP No. 20," casualty webinar
- **19** "Tales From the Dark Side," professionalism webinar

Events Calendar

For a full listing of upcoming Academy events, visit the online Events Calendar. Also, see the on-demand webinar page for access to webinar recordings, a complimentary member benefit.

Academy NEWS Briefs

2024 Membership Renewal Notice

T'S TIME TO RENEW your Academy membership for 2024. Members' continued support has allowed the Academy to enhance member benefits and focus on key initiatives developed following the valuable feedback from the 2022 Member Value Survey.

See President Lisa Slotznick's <u>letter to members</u>, in which she notes that members' support has allowed the Academy to focus on initiatives including publications, professionalism resources, and unbiased actuarial expertise provided to public policy decision-makers at the state, federal, and international levels; and shares that next year's dues will increase by just \$5. Members can <u>log in to the members page</u> to pay your 2024 dues.

December Webinar to Examine Bias Issues

ART OF THE Data Science and Analytics Committee (DSAC) series Additional Considerations in Data Science, next month's webinar, "An Actuarial View of Data Bias: Definitions, Impacts, and Considerations," will examine key types of data bias actuaries may encounter in modeling data and the implications for algorithmic outcomes. Bias CE is available for this webinar, which will be held on Dec. 5—register now.

Actuary Voices Features Research Award Recipient Philip Mulder

NEW ACTUARY VOICES episode features a conversation with Philip Mulder, who received the Academy's inaugural Award for Research at Envision Tomorrow for his paper, *Mismeasuring Risk: The Welfare Effects of Climate Risk Information*. If you are interested in participating in an Actuary Voices podcast, please email podcast@actuary.org. Listen to Actuary Voices wherever you get your favorite podcasts.



Contingencies Profiles 2023 Rising Actuary Award Recipients

HE NOVEMBER/DECEMBER issue of <u>Contingencies</u> profiles the second class of the twelve 2023 Rising Actuary Award recipients, who were honored this month at Envision Tomorrow. Also in the issue, "Extreme Outcomes" examines the rise in extreme events being fueled by climate change, leading some insurers to reconsider underwriting those risks; "Security, Safely" offers a new metric for measuring the effectiveness, and relative safety, of a combined investment-and-annuity approach for retirement planning; and Ken Kent's outgoing President's Message on why a diverse volunteer corps makes all the difference for the Academy.

Academy NEWS

LHQ Seminar Delivers Valuable CE, Qualifications for NAIC Statements

HE ACADEMY hosted a successful Life and Health Qualifications Seminar Nov. 6–9 in Arlington, Va. The sold-out event included sessions on professionalism, actuarial opinions, and interactive case-study breakout sessions that have long been highly valued by attendees. This event provided training and instruction—and an optional exam fourth-day exam—for qualifications to issue actuarial opinions for NAIC annual statements. For the fourth year, Academy President-Elect Darrell Knapp chaired the subcommittee that organized the seminar. Visit the Events Calendar to learn more about other CE opportunities.



Sheldon Summers (standing) leads a life session

Academy Engages With Stakeholders at CAS

CADEMY VOLUNTEERS and staff attended the Casualty Actuarial Society's Annual Meeting in Los Angeles, joining in the celebration of newly credentialed ACAS and FCAS professionals and offering information on membership, publications, and activities, including Envision Tomorrow and December's P/C Loss Opinion Seminar. Academy staff also participated in the event's volunteer activity, packing math-themed bags for local students, including a copy of The Magic School Bus Takes a Risk. Visit the Academy casualty public policy page for more on what the Academy is doing to engage and support casualty actuaries.

Slotznick Pens Article in CAS 'Actuarial Review'

NEW ARTICLE in the Casualty Actuarial Society's (CAS) November Actuarial Review, "The American Academy of Actuaries—Promoting Professionalism and Advancing Public Policy and Specific Property-Casualty Initiatives," written by Academy President Lisa Slotznick, extols the Academy's professionalism and public policy resources, and—tailored for the CAS audience—delineates recent Academy casualty-specific workstreams.

Selection Committee Appoints New 2024 ASB Members

Kevin Dyke to Become ASB Chairperson

HE SELECTION COMMITTEE, established in the Academy bylaws and composed of the presidents and presidents-elect of the Academy, the Casualty Actuarial Society, and the Society of Actuaries—made appointments to the Actuarial Standards Board (ASB), which take effect Jan. 1.

Kevin Dyke was appointed ASB chairperson, with Laura Hanson and Dave Neve appointed as vice chairpersons. Incoming members will be ASB Life Committee chairperson Gabe Schiminovich and ASB Health Committee member Alisa Swann. ASB chairpersons and vice chairpersons are appointed annually; members are appointed to two three-year terms.

Outgoing ASB members will be Chairperson Rob Damler and member Liz Brill. The Academy extends its appreciation to Damler and Brill for their service to the ASB and the actuarial profession.

The Actuarial Board for Counseling and Discipline (ABCD) will have no changes for 2024. John Schubert was reappointed ABCD chairperson, William Hines was reappointed vice chairperson, and Richard Kutikoff was reappointed for a second three-year term as a member. \triangle

IABA Seeking Executive Director

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

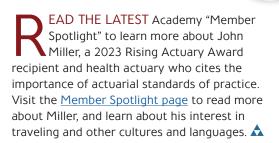
Envision Tomorrow, continued from page 1

The two-day event also included networking opportunities and receptions. For a full recap, see the *Envision Tomorrow—A Closer Look* supplement to *Actuarial Update*.

Save the Date: Next Year's Meeting in October— It's not too early to save the dates for the 2024 Annual Meeting, which will be held in advance of next year's presidential election. It's set for Oct. 15−16 at the Grand Hyatt Washington in the nation's capital. ♠

Member Spotlight

John Miller



Health Symposium, continued from page 1 –

Speakers Highlight Key Issues

Several speakers highlighted the need to build trust between communities of color, other minority groups, and those in the health and insurance industries. They said communication and education are keys to making sure that employees and plan participants understand and use their health benefits.

Lisa Fitzpatrick, founder and CEO of Grapevine Health—and known as "Dr. Lisa On The Street" for her YouTube series of the same name—said rumors and innuendo in some communities take the place of facts and compromise care.

"Health literacy is the driver of everything," Fitzpatrick said, noting a lack of knowledge is often behind why people won't go to appointments or even take their medicine. Misconceptions due to lack of literacy, she said, can be "hard to hear."

LaShawn McIver, chief equity officer at AHIP, said there needs to be a commitment from stakeholders in both the public and private sectors to make health equity sustainable and ensure that systemic change happens. Sessions also covered:

- ▲ Employers, who discussed their successes and challenges.
- ▲ Actuaries and benefit consultants, who discussed the need to shift the focus from costs to cost effectiveness.
- ▲ How to develop trust and communicate effectively with plan participants; and
- ▲ How to overcome implementation challenges.

Look for more coverage of the symposium in the forthcoming *HealthCheck* newsletter. \triangle

THE ACADEMY IN THE NEWS

Senior Pension Fellow Linda K. Stone discussed the need for Social Security reform sooner rather than later in a widely published *CNBC* story citing the Academy's recent <u>issue</u> <u>brief</u> on the topic and the Academy's <u>Social Security</u> <u>Challenge</u>. The story was also mentioned in *Fiscal Times*.

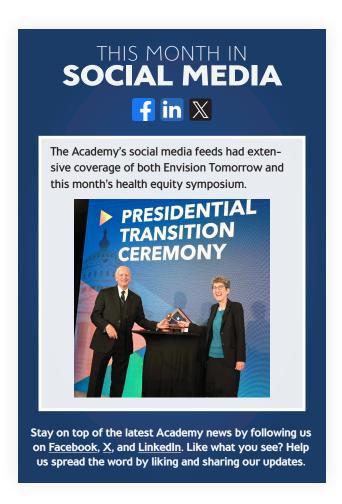
A <u>syndicated column</u> published in several Pennsylvania newspapers discussed Social Security reform and reform options based on the Academy's recent issue brief, <u>Reforming Social Security Sooner Rather Than Later</u>. <u>KSL.com</u> (Utah) also mentioned the issue brief.

<u>InsuranceNewsNet</u> and subscriber-only <u>Law 360</u> reported on an Envision Tomorrow casualty breakout session that

gave updates on flood risk and the National Flood Insurance Program. It also <u>ran a story on</u> <u>comments</u> made during Envision Tomorrow's behavioral health breakout session.

InsuranceNewsNet also reported on an Envision Tomorrow general session which included a panel discussion on artificial intelligence and what it means for the future for actuaries' work and the actuarial role; and a general session on the Academy's DEI initiatives featuring discussion with affinity groups within the U.S. profession.

A research article in the <u>Annals of Operations Research</u> uses the jointly sponsored <u>Actuaries Climate Index</u> in its analysis of the relationship between commodity prices and extreme weather.



△ PROFESSIONALISM COUNTS

A Better Actuary

ROFESSIONALISM DISCUSSIONS often focus on Precept 13 and the actuary's obligation to report apparent, unresolved, material violations of the Code of Professional Conduct to the Actuarial Board for Counseling and Discipline (ABCD). But little is said about the last precept of the Code, Precept 14.

Without complete

information, the

ABCD would not be

able to investigate

possible violations

and recommend

discipline when

appropriate.

Precept 14 requires actuaries to "respond promptly, truthfully, and fully to any request for information by, and cooperate fully with, [the ABCD] in connection with any disciplinary, counseling, or other proceeding of such body relating to the Code ... subject to applicable restrictions on Confidential Information and those imposed by Law."

It should be noted that Precept 14 applies to anyone who receives a request for information from the ABCD, whether a complainant, subject actuary, or anyone who may have relevant information.

Both Precepts are key to maintaining the self-regulation of the actuarial profession. Precept 13 requires possible violations of the Code to be brought to light; Precept 14 allows them to be fully and fairly investigated. Without complete information, the ABCD would not be able to investigate possible violations and recommend discipline when appropriate. The ability of the profession to enforce the Code of Professional Conduct, and by

extension the U.S. Qualification Standards and the actuarial standards of practice, is essential to maintaining the trust of the public in the profession's ability to regulate itself.

Once a complaint is submitted to the ABCD, Precept 14 becomes very important. When a complaint is submitted, it is sent to the subject actuary (the actuary about whom the complaint was made). The subject actuary is expected to respond in a professional and timely manner. The ABCD chairperson and vice chairpersons review the complaint and the subject actuary's response and decide whether to dismiss the complaint, offer mediation, or arrange for an investigator. Of course, one possible outcome of cooperating fully from the outset could be to show that there was no violation, and the case would be dismissed.

Let's say a case goes to investigation. At that point, the subject actuary is expected to cooperate fully with the investigator appointed by the ABCD. The investigator's report is sent to the ABCD and the subject actuary, who has 30 days to respond. The ABCD reviews the investigator's

report and the subject actuary's response and decides whether to dismiss the case, provide counseling, obtain additional information, or conduct a hearing.

If a hearing is conducted, the subject actuary is expected to cooperate with the scheduling, attend the hearing, and participate in a professional manner. After

considering all the information, the ABCD may decide to seek additional information, dismiss the matter (if there is no material violation), counsel the subject actuary, or recommend discipline.

At each stage of the process, the subject actuary has an opportunity to cooperate. The ABCD often considers the subject actuary's cooperation (or lack thereof) at each stage of the process when deciding how far to proceed in a case, whether to recommend discipline, and, if so, what kind of discipline. It therefore benefits the subject actuary to cooperate fully and promptly. When a violation has occurred, subject actuaries who cooperate, acknowledge their mistakes, show remorse, and come up with a plan to avoid

such mistakes in the future tend to receive counseling or a recommendation of discipline less harsh than those in similar situations who refuse to cooperate. (Obviously, the ABCD's recommendation depends greatly on the severity of the violation, not just on the subject actuary's attitude and willingness to cooperate.)

So, if you ever find yourself the subject of a complaint and the ABCD comes calling, we strongly recommend you respond promptly, truthfully, and fully. One former subject actuary <u>wrote about their experience</u> and what they learned from it. Here is a quote from that anonymous actuary:

"In order to keep our profession healthy and independent, we must be willing to bring differences of opinion to light—and we must be willing to discipline our own. We must also be willing to defend our work and accept consequences if our defense is not successful. As a result of going through the disciplinary process, I am a better actuary."

PROFESSIONALISM NEWS



'Tales From the Dark Side' Returning in December

EED SOME YEAR-END professionalism CE credit? Hear directly from members of the Actuarial Board for Counseling and Discipline (ABCD) during "Tales From the Dark Side 2023," the latest iteration of the popular professionalism webinar series, coming next month. Presenters will explore examples of ethical problems based on cases and requests for guidance that have been

brought before the ABCD. The webinar will be held Tuesday, Dec. 19, from noon to 1:30 p.m. EST. Register today.

ASOP No. 20 Webinar—Also coming next month: A discussion of Actuarial Standard of Practice (ASOP) No. 20, *Discounting of Property/Casualty Unpaid Claim Estimates*. Look for details coming soon for this Dec. 18 webinar.

Professionalism Outreach

CADEMY VOLUNTEERS played a leading role delivering professionalism and public policy education to many clubs, as well as employers, as they began wrapping up actuarial education programming for the year, with these November presentations:

- ▲ Committee on Professional Responsibility (COPR) members Kathy Wong and Matt Wininger spoke about the COPR's recently published discussion papers to John Hancock/Manulife in Boston and to the Actuaries Club of Philadelphia, respectively.
- ▲ Health Equity Committee Chairperson Annette James and committee member Yi-Ling Lin presented on "Health Equity—Not Just for Health Actuaries" at the Southeastern Actuaries Conference Annual Meeting.
- ▲ Past Actuarial Board for Counseling and Discipline (ABCD) member Godfrey Perrott delivered an engaging presentation on professionalism to Sun Life in Boston, and to the Northern New England Actuaries' Club in Portland, Maine.
- ▲ Volunteers and staff presented on ABCD-focused topics and activities: Chairperson John Schubert, to the Southeastern

- Actuaries Conference in Savannah, Ga.; past Chairperson David Driscoll, to the Actuaries Club of the Southwest in San Antonio; and ABCD Director of Professionalism Ed Lee, virtually to the St. Louis Actuaries Club.
- ▲ Driscoll, also a member of the Council on Professionalism and Education, presented "The Code, the ASOPs, and the ABCD" to the Actuaries' Club of Boston, providing a valuable reminder of the Precepts of the Code of Professional Conduct and a deep dive into the ABCD's role.
- ▲ Outgoing Risk Management and Financial Reporting Vice President Seong-min Eom and Academy member Amanda Turcotte presented on "Big Data, the Use of Predictive Modeling, and Opportunities for Collaboration With State Legislators and Regulators" at the Actuarial Society of Greater New York's Fall Meeting.

Need a Speaker? The Academy provides qualified speakers to actuarial clubs and organizations to help members fulfill their professionalism continuing education requirements. For more information and to request a speaker, visit the Academy website.

CASUALTY NEWS

Alert Spotlights Climate Change Issues

N ACADEMY ALERT outlines climate change's impact on insurance and actuarial work. Recent *Contingencies* stories—including in the <u>current</u> issue—have highlighted such issues, as did the Academy's webinar series earlier this year held in partnership with NOAA and the NSF. Read the Academy alert.



CASUALTY NEWS IN BRIEF

Casualty Policy Analyst Rob Fischer attended the National Conference of Insurance Legislators' (NCOIL) Annual Meeting in Columbus, Ohio, coordinating a <u>presentation by Derek Jones</u>, chairperson of the Workers' Compensation Committee, on the committee's medical marijuana issue brief to NCOIL's Workers' Compensation Committee.

Ron Wilkins, chairperson of the P/C Risk-Based Capital Committee, <u>presented</u> to the NAIC's P/C Risk-Based Capital Working Group on the committee's <u>recently released report</u> to the NAIC on P/C Underwriting Factors and Investment Income Adjustment (IIA) Factors.

The Committee on Property and Liability Financial Reporting (COPLFR) <u>submitted a comment letter</u> to the Actuarial Standards Board on the second exposure draft of Actuarial Standard of Practice No. 36, Statements of Actuarial Opinion Regarding Property/Casualty Loss and Loss Adjustment Expense Reserves.

NEW CASUALTY VOLUNTEER POSITIONS/ROLES

- **★ Kathy Odomirok** is co-vice chairperson of the Casualty Practice Council.
- Peter Drogan joined the Automobile Insurance Committee.
- ➡ Lise Hasegawa and Kayla Robertson joined the Committee on Property and Liability Financial Reporting.
- **▶ Brian Septon** joined the Committee on Cyber Risk.
- Shawna Ackerman, Nicholas Hartmann, Minchong Mao, Michael Mielzynski, Christopher Schubert, Tina
- **Shaw**, and **Michael Thompson** joined the P/C Extreme Events and Property Lines Committee.
- Tina Shaw joined the P/C Risk-Based Capital Committee.
- Megan Baker, Joan Klucarich, Angela McGhee, and Alejandra Nolibos joined the Workers' Compensation Committee.
- **→ Tara Miller, Tyson Mohr**, and **David Reyes** joined the P/C Committee on Equity and Fairness

HEALTH NEWS IN BRIEF

The Health Solvency Subcommittee's Health Underwriting Risk Factors Analysis Work Group sent a letter updating the NAIC's Health Risk-Based Capital (E) Working Group (HRBC) on progress on the NAIC's request to comprehensively review the H2—Underwriting Risk Component and the Managed Care Credit Calculation included in the HRBC formula.

Health Care Receivables Factors Work Group member David Quinn <u>provided an update</u> to the NAIC's Health Risk-Based Capital (E) Working Group on the current and proposed H3 Factors. \triangle

NEW HEALTH VOLUNTEER POSITIONS/ROLES

- **Benjamin Rayburn** is chairperson of the Active Benefits Committee.
- ► Mick Diede joined the Behavioral Health Task Force

LIFE NEWS

PBR Bootcamp: VM-31 as Seen by Regulators

HE FINAL INSTALLMENT in the Principle-Based Reserving (PBR) Bootcamp series, "VM-31 as Seen by Regulators," will be held next month. Presenters will address how PBR reports are analyzed by regulators and how reports compare with other companies' reports. The webinar is set for Dec. 12—register today.

NEW LIFE VOLUNTEER POSITIONS/ROLES

- Nilesh Mehta joined the Life Experience Committee.
- **▶ Justin Lee** joined the Tax Committee.
- → James Kang and Angel Zhu joined the C1 Subcommittee.
- → David Moralis and Chris Onken joined the Variable Annuity Reserves and Capital Subcommittee.

PENSION NEWS

Paper Examines Social Security & Financially Disadvantaged Groups

PUBLIC POLICY ISSUE PAPER, <u>Social Security and Financially Disadvantaged Groups</u>, looks at Social Security benefits that are based on earnings but not affected by such factors as race, ethnicity, gender, or other protected classes of Title VII of the Civil Rights Act. Due to people's divergent earnings histories, Social Security provides less retirement security for some groups than others, on average. The Social Security Committee discussed this issue regarding gender in its 2017 <u>Women and Social Security</u> issue brief, and the paper extends that discussion to other groups. The issue was also the subject of Envision Tomorrow breakout and poster sessions.

Fall Retirement Report Released

HE FALL Retirement Report led with a deep-dive Q&A on the Valuing Gender Expansive Data issue brief, which examines issues pension actuaries might consider when performing actuarial valuations with data that is incomplete or non-binary. Also in the issue, the Reforming Social Security Sooner Rather Than Later issue brief, and legislative and regulatory activity



Actuarial Update

MANAGING EDITOR, MEMBER CONTENT Michael G. Mallov

ASSISTANT DIRECTOR OF COMMUNICATIONS FOR CONTENT Eric P. Harding

DESIGN AND PRODUCTION

BonoTom Studio Inc.

DESIGNER

Christopher Specht

CREATIVE LEAD

Laurie Young

American Academy of Actuaries

PRESIDENT

Lisa Slotznick

PRESIDENT-ELECT

Darrell Knapp

SECRETARY-TREASURER

Ben Slutsker

VICE PRESIDENTS

Amy Angell Tim Geddes Jason Kehrberg Barbara Klever Steve Malerich Jason Russell

EXECUTIVE DIRECTOR

Bill Michalisin

SENIOR DIRECTOR OF MARKETING & COMMUNICATIONS

David J. Nolan

EXECUTIVE OFFICE

American Academy of Actuaries 1850 M Street, NW Suite 300 Washington, DC 20036

Phone: 202-223-8196 Fax: 202-872-1948

www.actuary.org

Statements of fact and opinion in this publication, including editorials, are made on the responsibility of the authors alone and do not necessarily imply or represent the position of the American Academy of Actuaries, the editors, or the members of the Academy

©2023 The American Academy of Actuaries. All rights reserved.

Pension News



'Capital Market Outlook' Webinar Coming in December

HE PENSION WEBINAR "Capital Market Outlook" will offer analysis of current conditions and insights into capital market conditions. Non-core Joint Board for the Enrollment of Actuaries continuing professional education (JBEA CPE) will be available. The webinar will be on Dec. 14—register today.

PENSION NEWS IN BRIEF

The collaborative U.S.-based actuarial organizations' Intersector Group released notes from its September meetings with the <u>Pension Benefit Guaranty Corporation</u> and the <u>IRS and U.S.</u> <u>Department of the Treasury.</u>

NEW PENSION VOLUNTEER POSITIONS/ROLES

- ► Margaret Berger and Todd Tauzer are co-vice chairpersons of the Pension Practice Council.
- Andy Blough is chairperson of the Public Plans Committee.
- **⇒ Sam Gutterman** is chairperson and **Christopher Bone** joined the Social Security Committee.
- Jason Birkle and Scott Steadman joined the Multiemployer Plans Committee.
- Kyuman Lee joined the Retirement Policy and Design Evaluation Committee.
- Spencer Look joined the Defined Contribution Subcommittee.

Academy Board Welcomes New Members

The Academy welcomed several new officers and directors to its Board of Directors, whose terms began at Envision Tomorrow this month, including President Lisa Slotznick, President-Elect Darrell Knapp, and Secretary-Treasurer Ben Slutsker.

New vice presidents are Jason Kehrberg (life), Jason Russell (pension), and Steve Malerich (risk management & financial reporting). Cathy Murphy-Barron is a new Board-selected director, and Lena Black, Donna Megregian, and Maambo Mujala are new member-selected directors.

See the <u>Envision Tomorrow: A Closer</u>
<u>Look</u> supplement to this issue of Actuarial
Update for full coverage of the meeting
and Board transition.

