

# **2019 House of Delegates Handbook**



## **CONTENTS**

**Letter to Delegates**

**Standing Rules of Order**

**Candidate Bios & Vision Statements**

**House of Delegate Agenda**

**89th Annual Convention  
June 29-July 2, 2019  
San Diego, CA**





Dear Delegate:

Welcome to the 89th Annual NAHU Convention and Exhibition. As a voting delegate representing your state or local chapter, you carry the responsibility for shaping our association's leadership, policies and future direction.

This booklet contains many of the materials you will need as you consider the candidates and the issues on which you will vote on **July 1**.

The delegate credentialing and voting procedures are below. Please read them carefully and notify NAHU staff if you have any questions.

### **CREDENTIALING**

1. When you were appointed to be a delegate by your chapter, your membership status was checked by NAHU. Bylaws specify that only members in good standing may be delegates.
2. To receive your delegate information packet and your House of Delegate ticket, you must visit the delegate credentialing counter, located in the registration area during the following hours:
  - **Saturday, June 29:**
    - 9:30 a.m.- 12:30 am, and
    - 1:30 pm – 5:30 pm
  - **Sunday, June 30:**
    - 12:00 pm – 5:00 pm
  - **Monday, July 1:**
    - 8:00-10:00 a.m.
3. When you are credentialed you will receive a House of Delegates handbook and a ticket to the House of Delegates. This ticket is required for voting in the House of Delegates.

***Do not lose your HOD Voting Card.  
Lost voting cards will NOT be replaced under any circumstances.***

### **VOTING**

1. **Voting for contested Board of Trustee offices will take place on Monday, July 1 in the House of Delegates.** The nominees for each office receiving a majority of the votes cast shall be declared elected. An additional vote shall be taken if no candidate receives the necessary majority for election.
2. To vote for officers, you **MUST BE WEARING YOUR NAME BADGE AND HAVE YOUR HOD VOTING CARD.** Once the polls are opened an Election Committee member will confirm your credentials and give you a ballot. You will then proceed to a voting area to mark your ballot and deposit it in a ballot box.

3. Officers' ballots list the name of each candidate, with a blank line to be used only if there are additional candidates nominated from the floor of the Sunday General Session as so requested by NAHU's Secretary.
4. Please leave the voting area immediately after casting your votes.
5. Voting for resolutions and amendments will also take place in the House of Delegates on **Monday, July 1, 1:00 pm – 4:00 pm**

Please note that the business of the House of Delegates may require the session to be extended beyond the scheduled end time. Delegates are asked to stay until the end of the session, as NAHU bylaws preclude voting by proxy, and alternate delegates, who would replace a delegate unable to fulfill his/her obligations, may not be credentialed after the session starts. If you leave the session, your chapter loses the right to exercise your vote.

#### **BALLOT COUNTING AND HANDLING**

1. Ballots will only be received for contested Executive Committee positions and Regional Vice President offices. You may only vote for a Regional Vice President from your region.
2. Amendments and resolutions will be decided by voice vote during the House of Delegates. Please refer to the Standing Rules of Order for further information about procedures in the House of Delegates.
3. Results of the contested races will be announced during the House of Delegates.

#### **IF YOU NEED TO LEAVE PRIOR TO THE OPENING OF THE HOUSE OF DELEGATES**

If you are a credentialed delegate and you need to leave before the start of the House of Delegates please turn in your HOD Voting Card to the Credentialing Booth or to your chapter president or chapter credentialing captain. If you do not turn in your HOD Voting Card your chapter will not be able to replace you with an alternate delegate.

Thank you again for participating in the House of Delegates and for your continued support of NAHU.

# **89th NAHU Convention – San Diego, CA**

## **House of Delegates - Standing Rules of Order**

- 1) At the beginning of the House of Delegates, the Chair will ask for approval of these Standing Rules of Order. A majority (more than half of the votes cast) is needed to approve the Standing Rules of Order.
- 2) The most current edition of *The Standard Code of Parliamentary Procedure* (formerly known as “Sturgis”) will govern the House in all cases in which they are applicable and in which they are not inconsistent with the Bylaws of NAHU, and these Standing Rules of Order.
- 3) At the first General Session the Nominations Committee will file its report after which nominations from the floor will be in order. Nominations will then be closed. Those members seeking nationally elected positions which are being challenged will have a set amount of time to present themselves and/or any member endorsements before the General Session. The length of time, which shall be no less than two minutes, will be determined and communicated to the candidates no later than six weeks prior to the Annual Convention.
- 4) At the opening of the House of Delegates session, the Secretary shall report the number of eligible delegates allowed to vote at the House. Members of the current Board of Trustees and Past National Presidents vote as delegates, but are not counted within their local or state chapters. Their votes will be counted separately.
- 5) Delegate admission to the House shall be by authorized ticket. Non-delegates may view the events from the observation area, but may not vote.
- 6) The Chair may appoint a parliamentarian for the House of Delegates.
- 7) The Nominations Committee’s report will be communicated to the chapters no later than sixty days prior to Annual Convention. Elections for any contested executive officers or contested Regional Vice President will occur in the House of Delegates. Contested officer elections shall be conducted by written ballot.
- 8) The Election Committee shall consist of the chairperson, who shall be the Immediate Past President, and regional members of the committee, who shall be one each from their respective region appointed by the Regional Vice President and approved by the entire Board of Trustees. They shall be members in good standing of NAHU. They shall not be currently running for office. If such should occur, his or her name should be withdrawn and the appropriate Regional Vice President will replace their name with another member in good standing.
- 9) Candidates may appoint one official Observer on their behalf who may attend the tabulation of the ballot votes but shall not participate in the actual count. The Observer may not be the candidate, another candidate, or an officer. In the event the Observer believes there is a discrepancy in the tabulation the Election Committee shall recount. No further complaint shall be in order by the Observer following the recount and agreement of the Election Committee as to its accuracy. The Election Committee chairman shall sign the report attesting to its accuracy.
- 10) Bylaw amendments and resolutions shall be read by the Secretary twice prior to any vote. The first reading will be prior to debate on the amendment or resolution. The final reading will be just prior to the vote on the amendment or resolution and will contain any amendments or changes approved by the House of Delegates.

- 11) Speakers will be allowed two minutes to speak on an issue. The Chair shall recognize a maximum number of three speakers for and three speakers opposed to each issue. The Chair may choose to allow more than three speakers on a particular topic, at his discretion. A time keeper will be appointed by the Chair.
- 12) All reports, amendments to qualified bylaw amendments, or resolutions shall be presented to the Secretary in written form before being presented to the House of Delegates.
- 13) At the end of the time allotted for debate on a question before the House, a voice or standing vote will be taken. Any delegate may ask the Chair for a recorded vote. If such vote is requested, the Chair shall ask each State President (or representative thereof) to record the votes for their state and report said votes to the Secretary when the state's name is called in a roll call vote.
- 14) Once the House of Delegates has finished the business of the day, the President will swear in the President-Elect as the new President of NAHU. The newly installed President will then swear in the newly elected Officers and Regional Vice Presidents of NAHU, and may then address the House of Delegates as President. At the conclusion of his speech, the new President may adjourn the House of Delegates.

# Candidates for NAHU's 2019-20 Board of Trustees

At NAHU's Convention this month, delegates from across the country will elect the Board of Trustees that will lead the association for the next year. Here is each candidate's biography and vision for NAHU.

*Regional vice presidents serve a two-year term, and this year the odd-numbered regions are up for election.*

President: Patricia A. Griffey, LUTCF, RHU, ChHC  
President Elect: R. Dane Rianhard  
Vice President: Eugene Starks  
Treasurer: Kelly Don Fristoe, LUTCF, SGS  
Secretary (Contested Race): Karen Kirkpatrick, Eric Kohlsdorf  
Region 1 Vice President: Michael Grinnell  
Region 3 Vice President: Michael P. Deagle  
Region 5 Vice President: Paige W. Phillips  
Region 7 Vice President: Raymond E. Magnuson

## **President**

### **Patricia A. Griffey, LUTCF, RHU, ChHC**

Bio: First licensed in 1979, in 1985 Patricia joined The Goodwin Company, a general agency marketing health insurance products in Indiana and Michigan. Purchasing the agency in 2004, she renamed it Page 1 Benefits Inc. and later joined forces with The Healy Group, a multi-line retail agency. Today, Pat markets Medicare insurance products through her company, Page 1 Medicare.

Pat believes in and has diligently pursued continuing education, earning the professional designations of LUTCF, CSA, RHU, ChHC and REBC, and is NAHU-certified in wellness, CDHC, voluntary worksite marketing, self-funding, PPACA and Medicare. She received the NAHU Distinguished Service Award in 2011 and the Indiana State Hoosier Spirit Award in 2013. She also has been named Member of the Year on both the state and local levels of NAHU, and in 2011 she reached the Lifetime and Qualifying level of LPRT. Outside of her NAHU activities, she was named Honorary Insurance Commissioner for the State of Indiana in 2009 and has served multiple years on the Agent Advisory Council for Anthem BCBS in Indiana.

A member since 1997, she co-founded the Greater Northern Indiana AHU chapter in 1998, and has served as an active board member in both her local and state chapter each year since her initial membership through 2012. Beginning in 2013, she has served on NAHU's Board of Trustees as Region 3 VP for three years, and one year each as NAHU treasurer, vice president, and president-elect.

Pat resides with her husband, Don, in Elkhart Indiana, where they enjoy quality time with their five children and nine grandchildren.

**VISION:** To ensure that NAHU members are the most knowledgeable in our profession with access to the best tools and resources to fit their specific needs. Speaking with one voice, we will actively engage and influence positive results in legislation, impacting our success and that of our clients.

Implementing this vision will require increased emphasis on professional development, as well as solid regulatory and legislative engagement. All members, regardless of agency size, product focus or length of time in our industry, should have adequate access to what is needed to play a key role in the future and design of healthcare reform, regardless of their market. Utilizing member participation, our media outreach will gain even

greater success so that we may further our message that working with an informed, educated and licensed insurance professional who is a member of NAHU, is the best option for the consumer.

Our strength is that we are a diverse organization with diverse needs while also requiring diverse deliverables. Pooling our resources and utilizing our vast amount of member creativity and innovation, NAHU members now have both the opportunity and the ability to deliver on the message that we are the preeminent organization for health insurance professionals. Simply stated, this is about the future of healthcare in our country and empowering NAHU members as they guide consumers through the ongoing change and disruption within the insurance marketplace.

### **President-Elect**

#### **R. Dane Rianhard**

Bio: Dane has 29 years of experience in insurance and benefit planning. His foundation of knowledge and experience allows him to educate clients and bring them a clear overview of pertinent issues in the marketplace. His skills as a negotiator and his longstanding relationships with insurance carriers enhance his value as a broker to his clients.

Dane relates well with HR professionals, CFOs and employees to establish goals and solve problems. Serving as a founding principal at TriBridge Partners LLC, with offices in Baltimore, Frederick, Hagerstown and Bethesda, Maryland, Dane works closely with various teams to understand how critical benefit issues are to their clients.

In addition to his work and serving as NAHU vice president, Dane oversees the growth of his firm's large corporate market division. He attributes the formation and growth of TriBridge Partners directly to his involvement with NAHU and the relationships he has formed since serving on state and local boards. Dane frequently remarks, "I have gotten much more out of my service to NAHU than I have put into it, and that is a lot."

Dane received a BA from the University of Virginia in 1990. He enjoys biking, running, cooking and good wines. He resides in downtown Baltimore, MD with his daughters, Abigail and Jillian, who keep his life full of excitement and joy.

Vision: I come to candidacy for president-elect with a strong history of service to NAHU. I have served as a local legislative chair, chapter president, state president, four years as an RVP, NAHU secretary and NAHU treasurer. I see my role as president-elect the same as those roles I have served NAHU in the past -- as a steward. I have been blessed to have been preceded in each of my NAHU roles by strong leaders, and we are being succeeded by leaders who will substantially build upon the work we have done.

It is critically important we continue to evolve and think strategically. We are at a time unlike any other in my 29 years where technology, private equity and consolidation occur at a pace unlike any other. NAHU must evolve and adapt in all areas of our core competencies along the rest of the health insurance related markets. I hope after my tenure NAHU and our members are in a better place than they are today. I have a clear vision for NAHU over the next few years and beyond building on the foundation currently in place.

There are four fundamental components to membership. Feel free to ask me directly what those are! I feel an obligation to serve the current and future members. There is no better time to be involved and engaged with NAHU.



## **Vice President**

### **Eugene Starks**

Bio: Eugene Starks is a partner with Benefit Administration Services Ltd., a full-service employee benefits TPA, consulting and brokerage firm. Eugene merged his independent employee benefits brokerage company, Starks & Company Inc., with BAS in 2007. In 2014, Eugene and his partners launched The Acuity Group, a leading-edge agency that integrates innovative technologies across the entire HR and employee benefit spectrum. Before starting his own company, Eugene worked as the director of client services with Advantage Health Plan, a New Orleans-based managed healthcare organization. Throughout his career, Eugene has been engaged in advocacy for agents and brokers, and has witnessed the impact of NAHU's reach on a national scale and a personal level.

Eugene currently serves as treasurer on the NAHU Board of Trustees. He served as HUPAC chairman in 2015-2016. Eugene served as president of the Mississippi Association of Health Underwriters in 2011-2012, and as president of Jackson Association of Health Underwriters in 2010-2011. Eugene received the coveted McNair-Mobley Award in 2010-2011 for outstanding leadership. Eugene also serves as chairman of the Certification in Self-Insured Health Plans program for the Mississippi Association of Self Insured.

Eugene has a Bachelor of Science degree in political science from the University of Southern Mississippi, and is a graduate of the United States Chamber of Commerce Institute of Organization Management. He has been married for over 32 years to his wife, Lori Graham Starks, and has two incredible daughters, Maggie Starks Oliver and Darby Starks.

Vision: I recognize the opportunity new leadership brings and want to grow NAHU's presence among both members of Congress and the current presidential administration. In addition to growing NAHU's reach within the beltway, I know that NAHU's ability to enact change in Washington starts with its members across the country. I believe NAHU is the preeminent association of employee benefits professionals in the country, but there is an untapped market of both benefits specialists and D.C. decision makers who need to hear NAHU's message. I chose to run for NAHU vice president to continue my mission to serve, sharing NAHU's message and expanding NAHU's reach and impact nationwide.

I know that building greater respect and effectiveness for NAHU starts at the member and local chapter level. As Vice President, I will continue my work with NAHU leadership to bring the organization's industry-leading experience and most innovative tools to local chapters. Empowering NAHU members with actionable tools and knowledge increases their ability to emerge as leading employee benefits professionals. Members' success will draw their peers to the organization that has equipped them with the cutting-edge tools they need to compete in an ever-changing industry.

I grew up building houses and know that a house cannot stand without a strong foundation. The work done by NAHU's D.C. team will not stand unless it is backed by strong, knowledgeable and engaged NAHU members back home. My mission is to give individual members the tools they need to build strong local chapters that will create the solid foundation NAHU needs to deliver on national issues.

## **Treasurer**

### **Kelly Don Fristoe, LUTCF, SGS**

Bio: Kelly started in the insurance business in 1991. In 1993, Kelly found NAHU, crediting his association involvement as the learning and advocacy tool that has propelled him throughout his career to better serve his clients and grow his business. Kelly currently owns and operates his agency, Financial Partners.

Kelly's home chapter is the Texoma AHU. Kelly served in every capacity in the chapter (president in 1995-

1996). He has served in the Texas AHU for numerous years on several committees and was elected TAHU's president in 2012. That same year, TAHU was presented the Robert Osler Professional Development Award and the Landmark Award. At this same time, Kelly received NAHU's Distinguish Service Award, Legislative Achievement Award and Presidential Citation.

Kelly has served on NAHU's Media Relations Committee and on the HUPAC Board for Region 6 and remains fully engaged as a Capital Club HUPAC contributor. Kelly currently serves as NAHU's secretary on the Board of Trustees and previously served two terms as NAHU's Region 6 vice president. It was also during this time that he served on NAHU's Finance Committee. Kelly has been an LPRT member since 2007. He is also a long-time member of NAIFA, serving on its Texas Board of Directors and is a graduate of the NAIFA Leadership in Life Institute.

Kelly has been married to his wife, Jana, since 1989. They have three gorgeous daughters, Lindsey, Raychel and Paige, and are blessed with two sons-in-laws and three grandsons.

VISION: Our industry continues to change at a rapid pace, which makes it of utmost importance that NAHU and its leaders be willing to go to extraordinary lengths to achieve results that defy all of the assumptions. I believe this can be done by adhering to the eight practical pillars of trust from David Horsager's book *The Trust Edge*. I have seen firsthand that when leaders learn to implement these pillars, it produces incredible and fascinating results. As treasurer, I commit myself to these principles and will encourage others to do so also.

Clarity: People trust the clear and mistrust the ambiguous. NAHU's leaders MUST have clarity.

Compassion: People put faith in those who care beyond themselves. NAHU's leaders MUST be compassionate.

Character: People notice those who do what is right over what is easy. NAHU's leaders MUST continue to display impeccable character.

Competency: People have confidence in those who stay fresh, relevant and capable. NAHU's leaders MUST remain competent when dealing with our industry's changing climate.

Commitment: People believe in those who stand through adversity. NAHU's leaders MUST remain vigilant in its commitment to our members, our industry and the consumers we serve.

Connection: People want to follow, buy from and be around friends. NAHU's leaders MUST continue to connect with other industry professionals, stakeholders and legislators and find synergies and efficiencies along the way.

Consistency: People love to see the little things done consistently. NAHU's leaders MUST remain consistent in everything we do.

### **Secretary – Contested Race**

#### **Karen Kirkpatrick**

Bio: Karen has been a member of NAHU for over 20 years. In her career, she has run four restaurants and experienced firsthand the challenges that an employer with both over/under 100 employees has with employment/benefit laws. She worked with agents for over 18 years at Infinisource, helping them to educate/retain their clients by providing valuable tools/knowledge. The thousands of educational sessions she's conducted over the years have always been to strengthen an agent's relationship with clients or to prepare a client for running a business.

As an entrepreneur and owner of On Your Mark Consulting, Karen continues to serve agents. She supports them and the industry by coaching/educating/innovating/prodding/collaborating/listening/helping them make a difference. She knows the agent's heart. Her experience as an employee/employer/entrepreneur/coach and consultant enable her to see that, together with our experiences, we can make a difference. We can bring in new minds/new generations/old-school proven principles and collaborate towards a thriving future.

Vision: Stop. Collaborate. Listen.

NAHU can be strong again. We can revive the glory days of this association while using new knowledge and resources for a brighter future. My time on the BOT as Professional Development chair started off with me saying, "Only eight, seven, six more months and I'm done." (Does that sound familiar?) It quickly changed to, "Holy cow, I'm done in five months! There is much more to do, and I want to be a part of it."

We can be more proactive in the Beltway. We can bring about real change by working with thought leaders in D.C. to craft legislation that changes the way that healthcare is delivered by the healthcare industry and by how our clients finance it. We can showcase studies of what has worked and how it worked. We and our clients are the only reason that Medicare for All will not succeed. With a strong association and engaged membership, we can be the change agents that could wipe out this conversation.

We can be more effective as an organization from top down/inside out -- from the way our boards are run to how we attract/engage members to how we reach the community. Our chapters/members must have the tools they need to be successful, from offering professional development and collaboration opportunities virtually to reimagining member engagement to creating a showcase of sponsors/vendors/partners that make it easy to know who does what and who you want to do business with. We should be considering how we can use AI in the member experience and how Blockchain can make your business more profitable and safer.

We can -- we must be more collaborative. Gone are the days where agents didn't want their clients in the same room as other agents. We can learn from each other. If we expect D.C. to work together, then all players in our industry -- i.e., insurers/TPAs/consultants/rock stars/status-quo breakers/PBMs, dpc/innovators, etc. (did I use all the common names you hear today?) -- must STOP doing things the way they've always been done, COLLABORATE toward new solutions and LISTEN to opposing views.

### **Eric Kohlsdorf**

Bio: NAHU has been a vital component to Eric's professional success since joining in 1992. He has owned an independent brokerage in Des Moines, Iowa, since 2007. He joined our industry in 1988 as an "actual" home-office underwriter for The Principal. He transitioned to working with brokers as an account executive and began the United Healthcare operation in Iowa before becoming an associate at a regional brokerage in 2000.

Within NAHU, he has served as president for the Des Moines Area AHU and twice president of the Iowa AHU. Additionally, Eric has done extensive work on the legislative front. In 2014, he received the Iowa Distinguished Service Award for work on behalf of Iowa AHU members. He has also worked on a regional and national level for NAHU, rising all the way to HUPAC chair in 2016, when HUPAC broke fundraising goals and saw unprecedented success supporting election winners.

Iowa Governor Terry Branstad appointed Eric to the CHIP Board of Iowa, where he was unanimously confirmed by the Iowa Senate. He has subsequently been reappointed by Gov. Kim Reynolds and serves as the chairperson of the Board.

Eric has been blessed to work in an industry that allows him to serve others but most important is his role as husband and father. Alongside his wife, Brooke, he has three children. They learned raising children requires partnership. It's a responsibility that brings joy and humility with hope their children learn by example the importance of giving back.

Vision: As fellow members, you know the advocacy NAHU brings to our membership across the country. We have faced and will continue to see adversity in the future. We must build on our past successes and lead into the future. Together we can equip our local and state chapters to provide a member-driven experience that delivers relevant, demanded and effective tools for our clients. This experience certainly involves a powerful legislative arm that not only reacts to but also defines how healthcare will look in the United States tomorrow. Equally important, we must capitalize and align efforts vertically and horizontally so chapters can efficiently access “member-defined” benefits.

This bottom-up philosophy will provide a blueprint for everyone and every chapter to become stronger. Having grown through the organization, my perspective remains diligent toward helping agents, brokers and consultants win and retain business. With strong leadership, strong conviction and a strong foundation, our vision can become reality.

### **Region 1 Vice President**

#### **Michael Grinnell**

Bio: Mike has a bachelor’s degree in business administration/marketing and 31 years of experience in the insurance industry. Before joining CPI-HR in 2014, he developed his proficiencies on both the carrier and agency sides of the business.

Mike’s expertise in union groups, knowledge of self-funding and prescription drug stand-alone plans makes him an asset to the company’s benefits team. He has successfully implemented self-funded health benefit and RX plans for numerous clients in both the public and private sectors. Mike has extensive experience with Health Oversight Committees, developing and implementing working relationships between management and employees. He has been the keynote speaker at numerous Affordable Care Act seminars and is an expert in the ACA law.

In addition to currently serving as Region 1 vice president, Mike is a member of the New York State Government Finance Officers’ Association and Association of School Business Officials of New York.

Vision: As the Region 1 VP, I will be dedicated to membership engagement. I have been a NAHU member for over 20 years and have held both local and regional board positions. This has given me the opportunity to see new members come and go.

Every member of NAHU needs to see the value and feel the excitement of membership. Yes, we do need to focus on gaining new membership, but I believe retention is the most important factor. Member engagement is key to retention. Members renew based on the perceived value of NAHU. Keep in mind, however, that value isn’t a one-size-fits-all type of offering. What one member finds valuable might be meaningless to another -- this is every association’s challenge.

As NAHU members, we put our heart and soul into recruiting new members, and for good reason. Members are the lifeblood of our organization, which allows our voice to be heard in Washington. So when a member decides not to renew, it can be frustrating, not to mention a bit of a setback. We recruit new members, engage them and convince them to renew — year after year. The best way to combat this cycle is to engage members from day one, get them involved and feeling a part of the NAHU family. Membership should be full of compelling content and value for each member. This means we must offering meetings and content that is fresh, up-to-date and valuable.

As a group, we can make Region 1 great again! You know what they say: Teamwork makes the dream work.

### **Region 3 Vice President**

#### **Michael P. Deagle**

Bio: After graduating from Ohio State University, Mike began his insurance career with Gardner & White in Worthington, Ohio, as a tax-deferred annuity and pension enrollment specialist in 1990. Mentored by a lifelong insurance professional, he learned a great deal about health insurance, life and disability contracts insurance. In 1995, Mike moved to Chicago, where he became the sales representative for the Physician's Benefits Trust, a self-funded trust and the sponsored health insurance program for the Illinois State and Chicago Medical Societies. In 1999, Mike started his own insurance agency. While having many ups and downs along the way, Mike merged his agency with three other agency owners to form BenAxis Inc. on November 1, 2014.

During Mike's 25+ years in the business, he has had the pleasure to work with all sizes of clients and in all types of industries. Mike's specialty remains in the small-to-midsize market as he truly enjoys getting to know the business owners on a professional and personal level. His goal is to provide clients with the best solutions for the employer and their employees. Mike is often asked to speak about healthcare at area Chambers of Commerce and Rotary Clubs.

Mike has been a member of the Northern Illinois Chapter since 2006 (Northern Illinois AHU merged with Chicago Northeast Illinois AHU in 2018) and has been actively involved since joining. After serving as NIAHU president on three different occasions, Mike served as Illinois State AHU president in 2013-2014. He has also served at the local level in various chair positions such as membership, legislative and HUPAC, and served as ISAHU HUPAC chair from 2013-2017. He is currently completing his second year of a two-year term as Region 3 vice president after being Region 3 HUPAC chair from 2015 to 2017. Mike has enjoyed attending NAHU's Platinum Advisors Summit and feels this has greatly helped his business.

Mike resides in Geneva, Illinois, with his wife Nancy, and three children. Mike enjoys spending time with his family, exercising and rooting on his beloved Ohio State Buckeyes and Chicago Cubs. He has been an active member of the Geneva Rotary Club since 2005 and has served as Rotary Scholarship Chairperson for the past seven years. He is also active in his church as a table leader for a Saturday morning men's group.

**Vision:** My goal is very simple; I want NAHU to be the preeminent health insurance organization for employee benefits and health insurance professionals, period. While we are moving in the right direction, I want to continue to help make this organization the go-to organization for our industry.

I can point blank say that if it were not for NAHU, I may not be in the insurance business today. For that, I am forever grateful. Somebody once asked me why am I in NAHU leadership. The answer is simple: I have always wanted to give back to the organization that has helped me so much professionally and personally. I consider NAHU my second family.

I am truly honored that I have been nominated to be Region 3 vice president to serve a second term and I look forward to working very hard to make sure that our Region is well represented on the NAHU Board of Trustees. I am excited to continue to build on the positive progress that we are making at the BOT level.

### **Region 5 Vice President**

#### **Paige W. Phillips**

Bio: Paige Phillips began her insurance career in 1982 with Protective Life in Birmingham, Alabama, and has been an independent life and health agent for over 25 years. She is currently the employee benefits director for Anderson, Williams, McKinnis, located in Birmingham. Her general area of practice is employee worksite marketing and employer-paid benefits. She holds a PPACA certification from NAHU.

Paige has been a member of NAHU for over 25 years and served in various leadership positions on both the Birmingham and Alabama NAHU Boards, including president of both the state and local chapters. She served on the NAHU Awards Committee and NAHU Membership Council for several years, including as chair for both committees.

She is a Lifetime Qualifier of NAHU's Leading Producers Round Table for over 20 years and has received numerous awards, including the NAHU Distinguished Service Award and Presidential Citation. Paige also received the prestigious Alabama John Galloway Memorial Award given annually to one person in the state who exemplifies leadership and professionalism in the insurance industry. She is a 10-year level Triple Crown Qualifier and continuous supporter of HUPAC.

Paige spends her spare time marketing for a direct-sales company, Damsel in Defense, selling self-defense and personal-protection items for women to stay safe. She donates her profits to two 501c3 organizations: The Well House, a non-profit organization that rescues girls from human trafficking, and AARF (Animal Assistance and Rescue Foundation), which rescues abandoned and abused pets. She also loves to spend time at her vacation home on the Alabama River trying to catch bass.

Vision: My primary focus in Region 5 will be communication to our members on the value of their membership. One way to achieve this is consistent communication with the leadership of each chapter and making sure they are familiar with all the resources available to them so they can effectively recruit and retain members. NAHU has so much to give to all of its members and every member should know the true value of their membership.

NAHU is the preeminent organization for health insurance and employee benefits professionals. By equipping members with the knowledge they need to be successful, our members will continue to recruit others and they too will see this as a valuable part of their own professional growth.

My vision going forward is to ensure that all members know every aspect of NAHU and how to make that work for their benefit and how their membership can put money in their pockets. I want to also make sure members are happy and satisfied with our association. Happy members will promote NAHU and recruit more members, ultimately making our association grow.

NAHU has given back to me over the years in more ways than I can even put into words, and I feel it's my time and it's my vision to give back to NAHU in any way I can to help grow our association. I feel so honored for the opportunity to represent our wonderful Region 5 and all of our members on the NAHU National Board of Trustees.

### **Region 7 Vice President**

#### **Raymond E. Magnuson**

Bio: As principal and owner of Magnuson & Associates, an agency focusing on employee benefits, Ray began his insurance career as an agent and district manager for Equitable Life of New York. As a leading producer and member of the Million Dollar Round Table, he moved to Principal Life to become an agency manager. In 1991, he made the leap into health insurance, starting an employee benefits department with a local property and casualty agency, eventually starting his own agency.

Ray earned his bachelor degree from San Jose State University and obtained his Juris Doctorate from the University of Santa Clara. A believer in continuing education, he has obtained many designations, including Chartered Life Underwriter, Chartered Financial Consultant, Registered Health Underwriter, registered

Employee Benefit Consultant, NAHU's PPACA Certification and Corporate Wellness. In addition, he is a member of LPRT as a Soaring Eagle.

Like most involved members of smaller associations, Ray has spent 20 years serving in multiple positions, including president at the local and state level. He has also served several terms on the HUPAC Board of Directors.

Ray lives in Tucson, Arizona with his wife Jennifer, surrounded by their six children and three grandchildren. In addition to his professional organizations, he is active in the community having served in multiple capacities, including board presidents of Rotary International, Brewster Center for Domestic Violence, aka Emerge, Community Food Bank, The Foundation, and Operating Board of Casa de los Ninos for abused and neglected children. For fun, he coaches his grandson's Little League team and buys golf clubs, hoping someday it might help.

Vision: When I began my career as an attorney, I was required to join the national and state bar associations. Membership instilled in me the importance of belonging to your professional association. When I became a life agent, I not only joined but became a board member of my local and state NAIFA association, moving through various committees and chairs and eventually serving as president of the local and state chapters. The same has been true since joining NAHU many years ago.

I find it hard to understand why anyone would, or could, call themselves a professional of the health insurance industry and not actively belong and participate in their chosen professional association. Mine is NAHU, and believe it to be the premier association furthering the interests of our industry, its professionals and the individuals who are served by them.

It is our obligation and responsibility to do all that we can do to strengthen NAHU. As Region 7 VP, I will work tirelessly to promote, grow and strengthen our association at all levels while representing our Region at the Board of Trustees.

**National Association of Health Underwriter  
House of Delegates June 25, 2018  
San Diego, CA**

**Agenda**

Call to Order

Adoption of Credentials Report (Majority)

Adoption of Standing Rules of Order (Majority)

Adoption of Proposed Agenda (Majority)

Report on the Minutes of 2018 House of Delegates

Voting for Contested Board of Trustee Position(s)

Report of Board of Trustees (BoT)

Report on Financials

Adoption of Dues Increase (Majority)

Report of Elections Committee

Past President's Remarks

Presentation of President's Pin and Gavel

Swearing in of 2019-2020 President

Installation of 2019-2020 Board of Trustees

Remarks of Incoming President