

Contact

www.linkedin.com/in/jppurdy
(LinkedIn)

Top Skills

healthcare
healthcare reform
plan design

Languages

English (Native or Bilingual)

Certifications

Life, Accident & Sickness Agent
Life, Accident & Sickness Agent
Canadian Securities Course
(Honors)
Series 7 & 63
Certification Group Disability
Specialist

Jean-Paul (JP) Purdy, MBA

Vice President, Health & Benefits at Aon
Atlanta, Georgia

Experience

Aon

Vice President, Health & Benefits
February 2019 - Present (1 year 6 months)
Atlanta, Georgia

Aon is a leading global professional services firm that provides advice and solutions to clients focused on risk, retirement, and health, delivering distinctive client value via innovative and effective risk management and workforce productivity solutions that are under-pinned by industry-leading data and analytics. Our strategy is to be the preeminent professional services firm in the world, focused on risk and people.

Korn Ferry

Principal
October 2016 - February 2019 (2 years 5 months)
Atlanta

Korn Ferry is a leading worldwide human resource consulting firm with a full-service compensation and benefits consulting practice. We help our clients attract and retain the best talent possible.

As a Principal in the Rewards & Benefits practice, I help clients design and implement customized employee benefit programs tailored to their unique employee populations that are cost-effective, valued by employees, and serve to attract and retain the best and talent possible. I work with clients to provide insightful and timely information that is data driven, relevant, can be translated into actionable and cost-savings opportunities, and increase overall employee satisfaction.

- Utilize proprietary in-house benchmarking to help clients better understand how their employee benefit plans up against their competitors, with respect to employee "value" and market prevalence
- Develop multi-year client strategies to ensure employee plan designs and funding structures are aligned with organizational goals & objectives, total rewards philosophy, and within budgetary constraints
- Assist clients with health improvement programs to further engage employees in their own well-being

- Assist clients in remaining up-to-date on compliance and regulatory issues, including: ERISA, ACA, HIPAA, ADA, FMLA, COBRA, and more
- Negotiate vendor service agreements on behalf of clients to minimize cost, maximize value, and ensure adherence to contractual requirements
- Assist Healthcare Executive Pay & Governance consulting colleagues with valuing clients' executive benefits for Board Compensation Committees, Reasonableness Letters, and market competitiveness

BenRx Inc.

Consulting Services Leader

2009 - October 2016 (7 years)

Atlanta

A boutique health & welfare consulting firm, focused on employee benefits consulting and health plan analytics for hospital and health systems.

Senior client relationship manager for the firm; responsible for development of custom plan designs, regulatory compliance, annual budget development, data analytics, and vendor management.

- Develop strategy with client Sr. Leadership team to implement custom plan designs for employee benefit plans with an emphasis on custom networks
- Assist clients with day-to-day management of health & welfare benefit programs and vendors for Medical/Rx, Life & Disability, Dental, Vision, Voluntary, COBRA, EAP, etc.
- Provide annual budget and plan premiums, quarterly financial reporting and trend analysis, benchmarking, and cost control monitoring
- Maintain relationships with various internal client departments, including HR, Finance, Payroll & Accounting, Occupational Health IT, and Legal.
- Provide analysis on potential acquisition targets, including challenges, and potential integration issues
- Advise clients on regulatory compliance issues, including HIPAA, ERISA, FMLA, COBRA, ADA
- Develop and oversee RFP process, including strategic questionnaire, vendor analysis, contract negotiation and performance guarantees, and implementation, in order to minimize cost and increase efficiency

SunTrust Robinson Humphrey

Director, Portfolio Management, Corporate & Investment Banking

2007 - 2008 (1 year)

Atlanta

Licensed (Series 7 & 63) Corporate & Investment Banking professional responsible for overall credit quality and performance of portfolio.

- Maintained portfolio of 40 + middle market/corporate accounts in Consumer Group with over \$750 million in credit exposure
- Oversaw credit due diligence process for new and existing loans, including merger & acquisitions
- Responsible for financial projection analysis, collateral negotiation, and market/industry outlook/trends
- Mentored junior analysts to ensure work accuracy/thoroughness, progression of underwriting /credit skills, and understanding of Capital Markets, bank policies & procedures, and regulatory environment
- Monitored collateral credit quality, financial conditions and portfolio trends, and provided recommendations to Sr. Management on exit/sale strategies as required

Scotia Capital (the Bank of Nova Scotia)

11 years

Director, Portfolio Management, Corporate & Investment Banking
1997 - 2006 (9 years)

Atlanta & Houston

Seasoned Banking professional responsible for the growth, credit quality and maintenance of a corporate portfolio in excess of \$1.0 billion.

- Responsible for marketing new lines of credit and renewals in compliance with Bank policy & procedures and regulatory guidelines in the Healthcare (Atlanta) and Oil & Gas (Houston) sectors
- Worked with Sr. Leadership team to devise internal credit standards and industry exposure limits
- Liaised with credit underwriters on new loan portfolios and cross-sell opportunities, including Interest Rate Derivatives, Foreign Exchange and Treasury Management
- Negotiated collateral with clients and syndicate banks
- Monitored portfolio credit quality and exposure limits; assessed market opportunities to provide hold/sell recommendations to Sr. Executives as appropriate

Corporate Credit Manager, Global Risk Management
1995 - 1997 (2 years)

Toronto

- Underwrote new credit and renewals for bank loans, Derivatives, Foreign Exchange, Precious Metals and Treasury Management products for portfolio of 30+ clients
- Conducted market due diligence, negotiated loan documentation and monitored portfolio collateral
- Actively participated in Executive Credit committee meetings to review client financial historical performance and projections, loan portfolio quality, and market trends
- Monitored portfolio performance and provided recommendations on exit strategies/ reducing exposure when appropriate

Education

Wilfrid Laurier University

MBA, Business/Finance · (1993 - 1994)

Wilfrid Laurier University

Diploma in Management Studies, Business · (1991 - 1992)

University of Guelph

B. Sc., Science with Minor in Mathematics · (1988 - 1991)