

Rajaram Sudhir Kadam

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D.o.B.: 15 September 1982.

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| | PGD in Actuarial Sc. – from NMIMS, Mumbai with experience in the area of Insurance, Pensions & Employee Benefits with a leading Organization in Financial Sector |
| Objective | Looking for challenging opportunity with Corporate, Consultants and Independent Agencies in Insurance and/or Employee Benefits & Consulting |
| Experience | MARSH MCLENNAN GLOBAL SERVICES (Oct '20 – till date) INDIA PRIVATE LIMITED Marsh & McLennan Cos., Inc. is a professional services firm, which offers clients advice and solutions in risk, strategy and people . It operates through the following business segments: Risk & Insurance Services, and Consulting Position : Manager (Consulting - Operations) Reporting to: Sr. Manager (Consulting - Operations) Profile : Delivery management – <ul style="list-style-type: none">• As a releaser of processes, ensure the quality of delivery of all EB actuarial work released to UK actuaries is of high standard.• Meeting all service level agreements.• Maintaining a high quality of deliverables, ensuring a QC positive track.• Ensuring not more than 2 audit failures within the team. Ensure workflow owners follow the cons ops guidelines and are not subject to audit failures.• Maintaining minimum team productivity and agreed client utilisation targets• Ensure constructive and timely feedback is provided for all work completed by self and team members. Process improvements – <ul style="list-style-type: none">• Initiate and implement improvements to existing processes to bring about greater efficiencies.• Implement ideas agreed by the internal management team or the cons ops exec.• As owners of templates and portfolio guides, ensure these are regularly updated.• Through automation, provide suggestions to reduce should take times People management – <ul style="list-style-type: none">• Conducting technical interviews for hiring new team members• Regular, structured and documented 1-1s to provide clear direction on performance levels and career paths.• Appropriately reward and recognise contribution of team members, creating the right level of visibility for their contributions. Actively represent the team's and employee's success stories to larger platforms.• Highlight and escalate people issues through the right channels. Ensure solutions are identified and communicated back.• Work closely with peers to adopt consistent practices across teams, implement decisions made in the internal managers group Training and Mentoring – <ul style="list-style-type: none">• Work together with the cons ops management team to identify training needs and plans for the team.• Conduct training sessions for the team. Regular follow up and on floor support to team members on technical query resolution, problem solving, soft skill development.• Provide adequate support through internal and external training sessions for skill development. Liaise with the Technical Manager. Stakeholder management – <ul style="list-style-type: none">• Ensure timely delivery of management reports to stakeholders, with 100% compliance to monthly timelines• Due diligence, follow up on escalations, negative feedbacks.• Prepare weekly & monthly productivity dashboard |

Darashaw & Co. Pvt. Ltd**(Dec '15 – Oct '20)**

Darashaw provides a comprehensive bouquet of Retirement Benefit Services, encompassing payroll outsourcing, retirement benefits investment intermediation, advisory and consulting.

Position : Associate Vice President (Retirement Benefit Team – Consulting)

Reporting to: Vice President (Office of Management – Retirement Benefits)

Profile :

We are currently consulting the state governments, civic bodies (including municipal corporations), corporates, public sector undertakings, banks, etc. on designing or re-engineering Retirement Benefit schemes (mainly for pension schemes). In the corporate sector we have aggressively helped corporates seek exemption from the government-mandated scheme to provide higher benefits to the employees and benefit from scientific portfolio and investment management practice.

- Knowledge of formation/surrender/merger/de-merger of retirement benefit trust and assistance in seeking necessary approvals from regulatory authorities
- Drafting scheme rules and deeds for the retirement benefit trust formation and seeking necessary approvals from regulator
- Assisting and co-ordinating with clients during the regulatory inspection of retirement benefit trust
- Updating trust documents post and seeking necessary approvals
- Guiding trustees on compliance and queries related to Retirement Benefits (Internal as well as from Regulatory Authorities)
- Asset-Liability Study using in-house tool-kit for retirement benefits
- Business development and relationship management with client and regulator(s)

Global Risk Consultants

(Jan '15 to Dec '15)

Global Risk Consultants has been established as an Actuarial and Risk Management consulting firm.

Position : Consultant (Actuarial – Consulting)

Reporting to: Actuary (Retirement Benefit - Consulting)

Profile :

- Assisting actuary for data management, co-ordinating with clients and valuation of retirement (defined) benefits
- Guiding companies on issues pertaining to PF, Gratuity & Superannuation
- Business development and relationship management with client and regulator(s)

Darashaw & Co. Pvt. Ltd

(Aug '09 – Jan '15)

Darashaw provides a comprehensive bouquet of Retirement Benefit Services, encompassing payroll outsourcing, retirement benefits investment intermediation, advisory and consulting.

Position : Assistant Vice President (Retirement Benefit Team – Consulting)

Reporting to: Associate Vice President (Retirement Benefit Team - Consulting)

Profile :

We are currently consulting the state governments, civic bodies (including municipal corporations), corporates, public sector undertakings, banks, etc. on designing or re-engineering Retirement Benefit schemes (mainly for pension schemes). In the corporate sector we have aggressively helped corporates seek exemption from the government-mandated scheme to provide higher benefits to the employees and benefit from scientific portfolio and investment management practice.

- Knowledge of formation/surrender/merger/de-merger of retirement benefit trust and assistance in seeking necessary approvals from regulatory authorities
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- Asset-Liability Study using in-house tool-kit for retirement benefits Business development and relationship management with client and regulator(s)

Paternoster India Pvt. Ltd.**(Dec '06 – Aug '09)**

Paternoster is a regulated insurance company that takes on the risks associated with companies' final salary/defined benefit pension schemes and assumes the responsibility for paying their pensioners into the future

Position: Assistant Manager**Reporting to:** Manager (Pricing Team – Actuarial Department)**Profile:**

- Analysing the member data and benefits structure provided by the client.
- Valuation of pension liability of UK based companies for scheme buy-out of pension liability based on UK pension laws on Prophet (Software).
- Documenting the benefit summary of the scheme for quotation. Profitability analysis of the scheme.

Birla Sun Life Insurance Co. Ltd.**(Oct '04 – Dec '06)****Position:** Jr. Actuarial Analyst**Reporting to:** Manager (Pricing Team - Actuarial Department)**Profile:**

- Pricing Individual Life Insurance Products on AXIS (Pricing Software)
- Filing of documentation of Products priced with IRDA
- Valuation of Superannuation
- Valuation of Family Pension
- Valuation of Leave Encashment
- Gratuity Valuation for various companies
 - As per Gratuity Act
 - As per company defined benefits
- Providing One Year Renewable Group Term Life Insurance Quotes for various group types
- Excel Illustrations for Projection of Fund Values for various products
- Testing of various systems for their respective functions
 - AMS (Illustration of Individual Products)
 - Ingenium Quotation system

Professional Achievements:

| Paper | Subject | Institute |
|-------|---|-------------------------------|
| CS 1 | Probability and Mathematical Statistics | Institute of Actuaries, India |
| CB 2 | Economics | Institute of Actuaries, India |
| CP 3 | Communication | Institute of Actuaries, India |
| SP 4 | Pensions & Other Benefits | Institute of Actuaries, India |
| CT 9 | Business Awareness – (Exempted) | Institute of Actuaries, India |

Education

| COURSE | YEAR | INSTITUTE / UNIVERSITY | % / GRADE / CGPA |
|-------------------------------------|---------|------------------------|------------------------------|
| PG Dip in Actuarial Science (PGDAS) | 2003-04 | NMIMS, Mumbai | 2.80 / 4.00 |
| B.Sc (Statistics) | Mar-03 | MUMBAI UNIVERSITY | 64.38 % / Grade I |
| H.S.C | Feb-00 | MUMBAI BOARD | 74.33 % / Grade I |
| S.S.C | Mar-98 | MUMBAI BOARD | 75.33 % / Distinction |

| Computer Skills | Skill Type | Skill Name |
|----------------------------|---|--|
| | Operating Systems DBMS Front End Tool Languages Applications | DOS, UNIX, Windows 98/2000/XP Oracle 8.0, MS - Access Visual Basic 6.0 C, C++, Java (Basic), SQL MS Office 97 / 2000 / XP |
| Extracurricular Activities | | <ul style="list-style-type: none"> • Attended 8th Global Conference of Actuaries at Mumbai in March 2006 • Attended Finance Continuum 2004 : seminar on "RISK MANAGEMENT" • Team leader in various surveys and seminar conducted by Statistics Dept of Bhavan's college • Chief Editor of magazine "Statosphere" at Bhavan's college • Member of "Statistical Study Circle" of Bhavan's college • Member of Drama Group and participated in inter - college drama competition from Bhavan's college • Member of Nature Club in S.C.D.B. High School |
| Awards Received | | <ul style="list-style-type: none"> • Won in intra - college chess competition and represented Bhavan's college for inter - collegiate chess tournament • Best Student in Nature Club camp from S.C.D.B High School |
| Other Details | | Hobbies & Interests: <ul style="list-style-type: none"> • Swimming, Photography, Chess & Cricket Languages Known: <ul style="list-style-type: none"> • English, Marathi & Hindi |

Rajaram S. Kadam