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The State of New Hampshire
Insurance Department

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Roger A. Sevigny
Commissioner

Alexander K. Feldvebel
Deputy Commissioner

March 21, 2016

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council
State House
Concord, NH 03301

REQUESTED ACTION

The Insurance Department respectfully requests authority, pursuant to RSA 94:1-a, III, to establish the starting salary of John Elias in the position of Director of Operations, position #9U071 (an unclassified position / letter grade EE) at an annual salary of \$95,165.00 effective April 1, 2016 upon Governor and Council approval.

100% Agency Income.

EXPLANATION

Mr. Elias was hired by the Department on January 8, 2016 as the Property and Casualty Director (Insurance Company Examiner V classification) which is a classified position #19998, Labor Grade 34, Step 8, earning \$98,046/year.

As the Director of Operations, Mr. Elias' unclassified position is a Letter Grade EE with a salary of \$63,991.72 - \$84,933.68. In this new position, Mr. Elias will have a classified subordinate employee, an Insurance Company Examiner IV, who is currently at Step 8 of Labor Grade 33 with an annual salary of \$94,165.

RSA 94:1-a, III, states, in pertinent part, that:

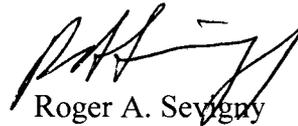
...any official whose salary upon placement in the new salary range is less than that of a subordinate classified employee shall be placed at the next higher step in range above said classified employee and shall be entitled to any increase provided for herein until the maximum provided herein is reached. However, in the event that the maximum of the unclassified position is less than the salary of said subordinate classified employee, the governor and council is authorized to increase the maximum of the unclassified position in an amount to provide a differential of not more than \$1,000.

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and the Honorable Executive Council
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Under the provisions of RSA 94:1-a, III, the Governor and Council are authorized to increase the maximum of Mr. Elias' salary to provide a differential of not more than \$1,000 between his and the subordinate classified's salary. This would allow the Department to establish Mr. Elias' salary at \$95,165. 00.

The Insurance Department is seeking approval from Governor and Council to compensate Mr. Elias' unclassified position at \$1,000 per year above the classified subordinate position. The source of funds is 100% agency income.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "R. Sevigny", is written over the typed name.

Roger A. Sevigny

John Elias

Accomplished executive with proven record of strategic and successful leadership. Innovative, with a positive attitude and commitment to excellence. Entrepreneurial style with highly effective communication, planning, and negotiation skills. Fifteen years of demonstrated expertise in the areas of regulatory compliance, product management, underwriting, and sales.

PROFESSIONAL EXPERIENCE

New Hampshire Insurance Department
Director of Property and Casualty

January, 2016-Present

Responsible for property and casualty lines of business, market conduct activity for property & casualty, and life and health. Other responsibilities include the property and casualty actuarial unit, property and casualty public policy, and support of bills through testimony and bill preparation.

AlphaSights

May, 2015-January, 2016

Independent Insurance Consultant

Provide regulatory compliance, underwriting and product guidance to private equity firms that own, or plan to start an insurance company.

JP Elias Inc. – Columbus, Ohio

August, 2013-January, 2016

Founder

The business includes a drive through convenient store and a bar. The gross sales for the first year were \$230,000, and the business is on track to produce \$860,000 in sales for 2015. I do not have any day to day functions at the business, and it is now managed by my partner and family members.

Safe Auto Insurance Company- Columbus, Ohio

April, 2007-May, 2013

Vice President, Underwriting

Responsible for profit and loss of the company, state selection, product development and implementation

Other Responsibilities

- Created the product unit, and led the team controlling rates, rules, forms, advertising spend, and product analysis
- Business leader for the Guidewire implementation project
- Managed all strategic projects from design through implementation
- Member of the reserve committee, legislative committee, the policy book re-write committee, Guidewire implementation committee, IT Steering Committee, and senior rating committee

Accomplishments

- Implemented insurance scoring in 13 states, and positively impacted the retention and new business growth
- Led team for complete redesign of the customer facing website
- Designed and Drafted new policy forms and memos for all states to provide better communications and more important information to our customers
- Through compliance audits and process improvements, improved the quality of the underwriting unit by over 30%
- Decreased expense of the underwriting unit by \$2.5 million

Director of Regulatory Compliance

Led team of regulatory compliance analysts and business analysts

Other Responsibilities

- Creation of audit rules and processes for each operations department
- Planning and execution of audits for sales, customer service, underwriting, and claims
- Management of all Market Conduct Exams, internal and external complaint processes
- Creation and execution of all compliance testing for IT releases
- Continual regression testing and results

Notable Accomplishments

- Created and executed audit standards for regulatory compliance across the company
- Significantly increased audit scores for the company through automation, audits, and training
- Formed relationships with each department of insurance, and these relationships provided opportunities to test new products from the states to decrease expense while increasing company compliance

Westfield Insurance Company – Westfield Center, Ohio

May, 2000- April, 2007

Compliance and Product Management

Responsible for the regulatory compliance and product management of worker's compensation and professional liability line of business.

Other Responsibilities

- Managed new state IT development
- Managed market conduct exams and regulatory and procedural audits
- Worked closely with claims on large loss reserves for workers compensation
- Provided information seminars each month on legislative issues , and the profitability for the line of business

Accomplishments

- Served on the Underwriting Practices Group, and helped develop the underwriting strategies for each personal and commercial line of business for predictive underwriting
- As the first product team at Westfield, we were successful in reducing the combined ratio for workers compensation from 150 to 96 in approximately 2 years

Fame Beverage – Canton, Ohio

June, 1990- August, 2000

Sales Associate

Accountable for 200 retail customers in five counties

Accomplishments

- Increased sales each year of employment
- Awarded Sales Person of the Month 16 times

EDUCATION AND TRAINING

Juris Doctor - University of Akron School of Law- Akron, Ohio

MBA- Grantham University- Kansas City Missouri (Graduation- July 2016)

Bachelors of Science – University of Akron- Akron, Ohio