

Dale H. Yamamoto

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PROFESSIONAL EXPERIENCE

POSITIONS

- January, 2008 – present **President**
Red Quill Consulting, Inc.
Barrington, IL
- President and founder of consulting firm focusing on strategic group benefit and health actuarial issues.
- September, 1991 -
December, 2007 **Principal**
Benefits Practice
Hewitt Associates (now Aon Hewitt)
Lincolnshire, IL
- National practice leader for group actuarial practice providing consulting on group benefits issues.
- September, 1982 -
August, 1991 **Consultant**
Health and Welfare Practice
Towers, Perrin, Forster & Crosby (now Towers Watson)
Seattle, WA; New York City, NY; Valhalla, NY; Stamford, CT
- Technical support for group benefits area and group actuarial consulting. Broad range of consulting including retirement and group benefits issues.
- October, 1979 -
August, 1982 **Actuary**
Employee Benefits
The Boeing Company
Seattle, WA
- Manager of actuarial division of Employee Benefits Department. Started actuarial department in the company to support benefits department with pension-related issues including actuarial valuation of pension plans, union negotiation support for pension and group benefits, and government cost accounting compliance.

July, 1976 -
September, 1979

Actuarial Assistant

SAFECO Life Insurance Company
Seattle, WA

Worked in group insurance department supporting all group insurance product lines including multiple employer health plans, stop loss insurance, group life and disability plans, and group mortgage life and disability insurance.

July, 1975 -
June, 1976

Actuarial Student

Bankers Life of Nebraska (now Ameritas)

Worked with individual life and annuity area assisting with rate development and reserving for individual product lines.

TESTIMONY

“Safeguarding Retiree Health Benefits,” Statement before the Committee on Education and Labor, United States House of Representatives (September 25, 2008)

Invited discussant with Senate Medicare reform conferees (including Frist, Hatch, Baucus, Kyl), July 2003

Member, Board of Health Actuaries, Department of Defense, 2000-2014

Chair, *Technical Review Panel on the Medicare Trustees Reports*, Medicare Trustees, 2000

“Modern Health Benefit Design and the Relationship to the Medicare Program,” Members’ Seminar on Medicare Reform, Committee on Finance, United States Senate (April 20, 1999)

“Employer-Provided Retiree Health Benefits,” Reform Task Force, National Bipartisan Commission on the Future of Medicare (July 14, 1998)

“Health Care Reform: Consideration of Benefits for Inclusion in a Standard Health Benefit Package,” Statement before the Committee on Ways and Means Subcommittee on Health, United States House of Representatives (March 30, 1993).

“Mental Health and Substance Abuse Benefits and the Health Security Act,” Statement before the Committee on Labor and Human Resources, United States Senate (November 8, 1993).

“Pricing of the Standard Benefit Package in the Health Security Act,” Statement before the Committee on Energy and Commerce Subcommittee on Health and the Environment, United States House of Representatives (November 22, 1993).

Ongoing discussions with pricing analysts and actuaries of the U.S. Congressional Budget Office and the Office of the Actuary Center for Medicare and Medicaid Services on health care cost pricing.

PROFESSIONAL

President 2011-2012, President-Elect 2011, Treasurer 2001 to 2003 and 2008 to 2009, Vice President, 2003 to 2010, member of Board of Directors 1999 to 2002, Conference of Consulting Actuaries (www.ccactuaries.org).

Member, Board of Directors, American Academy of Actuaries, 2011-2012 (www.actuary.org)

Member, Governing Board, Health Care Cost Institute, 2011-present (www.healthcostinstitute.org)

Member, Retiree Group Benefits Subcommittee of Pension Committee, Actuarial Standards Board, 2010 to present

Investigator, Actuarial Board for Counseling and Discipline, 2010 to present

Chair, Centers of Actuarial Excellence Evaluation Committee, Society of Actuaries, 2011 to 2012 (Member 2009-2011)

Trustee, Board of Trustees, Actuarial Foundation, 2009 to present

Chair, Joint Committee on Retiree Health, American Academy of Actuaries, 2008 to 2011.

Member, Nomination Committee, Society of Actuaries, 2009 to 2011

Chairman, Retiree Drug Subsidy Actuarial Equivalence Practice Work Group, American Academy of Actuaries, 2005.

Vice President for Education and Examination 2003 to 2005, Member of Board of Governors 2000 to 2003, Society of Actuaries.

Facilitator of Society of Actuaries Associates Professionalism Course (ethics and professional course), 2000 to 2012.

Chairman of Retiree Group Benefits Committee of the Society of Actuaries, 1999 to 2003.

Member of Retiree Group Benefits Task Force of the Actuarial Standards Board, 1998 to 2001

Council Member, Society of Actuaries Health Section, 1996 to 1999

Member of Health Benefits Systems Practice Advancement Committee of the Society of Actuaries, 1996 to 2003

Chairman of Health Benefits Systems Professional Education and Development Committee of the Society of Actuaries, 1996 to 1999

Member of Continuing Education Coordinating Committee of the Society of Actuaries, 1996 to 1999

Member of Health Benefits Systems Principles Committee of the Society of Actuaries, 1994 to 2003

Chairman (1999), member of Conference of Consulting Actuaries' Annual Program Committee, 1993 to 1999

Chairman of Healthcare subcommittee of Conference of Consulting Actuaries' Annual Program Committee, 1994 to 1997

Facilitator of Society of Actuaries Fellowship Admission Course (ethics and professional course), 1993 to 2012.

Member of American Academy of Actuaries Task Force on Health Care Reform, 1993 to 1994.

Member and past President of Seattle Actuarial Club, 1976 to 1982.

Member and General Officer of the Society of Actuaries Education and Examination Committee, 1980 to 1988.

EDUCATION

September, 1973 - **University of Nebraska**
May, 1976 Lincoln, NE
B.S.
Major Field: Mathematics

September, 1971 - **Washington State University**
June, 1973 Pullman, WA
Major Field: Mathematics

PROFESSIONAL CREDENTIALS

Member, American Academy of Actuaries, 1980.
Fellow, Conference of Consulting Actuaries, 1982.
Enrolled Actuary, Joint Board for the Enrollment of Actuaries, 1981.
Member, National Academy of Social Insurance, 2001.
Fellow, Society of Actuaries, 1980-2012.

PUBLICATIONS

Yamamoto, Dale, "Health Care Cost Age Curve Study," Health Care Cost Institute and the Society of Actuaries, April 2013.

Yamamoto, Dale; Neuman, Tricia; Kitchman, Michelle, "How Does the Benefit Value of Medicare Compare to the Benefit Value of Typical Large Employer Plans?," Kaiser Family Foundation, September 2008.

McArdle, Frank; Kirland, Kerry; Yamamoto, Dale; Kitchman, Michelle; Neuman, Tricia, "Retiree Health Benefits Examined: Findings from the Kaiser/Hewitt 2006 Survey on Retiree Health Benefits," Kaiser Family Foundation, December 2006.

Yamamoto, Dale, "What Comes After the Retiree Drug Subsidy," *Benefits Quarterly*, Third Quarter 2006.

McArdle, Frank; Kirland, Kerry; Yamamoto, Dale; Kitchman, Michelle; Neuman, Tricia, "Prospects for Retiree Health Benefits as Medicare Drug Coverage Begins," Kaiser Family Foundation, December 2005

Yamamoto, Dale, "Attesting to the Value of Employer Plans," *Contingencies*, July/August 2005.

McArdle, Frank; Kirland, Kerry; Yamamoto, Dale; Kitchman, Michelle; Neuman, Tricia, "Current Trends and Future Outlook for Retiree Health Benefits," Kaiser Family Foundation, December 2004

McArdle, Frank; Kirland, Kerry; Yamamoto, Dale; Kitchman, Michelle; Neuman, Tricia, "Retiree Health Benefits Now and In the Future," Kaiser Family Foundation, January 2004

McArdle, Frank; Neuman, Tricia; Kitchman, Michelle; Kirland, Kerry, "Large Firms' Retiree Health Benefits Before Medicare Reform: 2003 Survey Results," *Health Affairs*, January 14, 2004

McArdle, Frank; Coppock, Steve; Gauruder, Channing; Yamamoto, Dale; and Zebrak, Andrew, "The Implications of Medicare Prescription Drug Proposals for Employers and Retirees," Kaiser Family Foundation, July 2000.

Yamamoto, Dale, "FAS 106 and 112," *Society of Actuaries Study Notes*, 2000.

Yamamoto, Dale, "Design and Funding of Other Post-Employment Benefits," *Society of Actuaries Study Notes*, 2000.

McArdle, Frank; Coppock, Steve; Yamamoto, Dale; and Zebrak, Andrew, "Retiree Health Coverage: Recent Trends and Employer Perspectives on Future Benefits," Kaiser Family Foundation, October 1999.

Yamamoto, Dale, "Retiree Health Care Benefits: Strategies for a Changing Workforce," *Benefits Quarterly*, Fourth Quarter 1998.

Allen, Jeffrey G.; Dubauskas, Melissa A.; Twiss, A. Kirk; Pyenson, Bruce S.; and Yamamoto, Dale H., "The Actuary's Role in Managed Care," *North American Actuarial Journal*, Volume 2, Number 3, July 1998.

McArdle, Frank and Yamamoto, Dale, "Retiree Health Trends and Implications of Possible Medicare Reforms," *Medicare Policy Project*, Kaiser Family Foundation, September 1997.

Yamamoto, Dale, "Retiree Medical Transfers after GATT," *Journal of Pension Benefits*, Fall 1995.

Barney, Harold L.; Doran, Phyllis A.; Rosenblatt, Alice F. and Yamamoto, Dale H., "A Review of Premium Estimates in the Health Security Act," *Monograph Series on Health Care Reform—Number Seven*, American Academy of Actuaries, July 1994.

Yamamoto, Dale, "Retiree Medical—Round 2," *Benefits Quarterly*, Third Quarter 1994.

Reviewer for "Understanding Estimates of the Impact of Health Reform on the Federal Budget," *Background Paper*, Office of Technology Assessment, Congress of the United States, 1994.

Yamamoto, Dale, "Retiree Life and Health Plan Funding Vehicles" *Society of Actuaries Study Notes*, 1993.

Yamamoto, Dale, "Actuarial Methods for Retiree Life and Health Plans," *Society of Actuaries Study Notes*, 1993.

Yamamoto, Dale, "Should You Self-Fund?" *Managing Employee Health Benefits*, Fall 1992.

Yamamoto, Dale, *A Guide to FASB Statement No. 106*, Maxwell MacMillan Pension Plan Series, March, 1991.

Yamamoto, Dale, "Retiree Health Plans—What Do We Do Now?" *Management Accounting*, April, 1990.

TEXTBOOKS

Yamamoto, Dale, *Fundamentals of Retiree Group Benefits*, Windsor, CT: ACTEX, 2005

Toole, Jim and Herget, Tom (Co-Editors), Yamamoto, Dale, et al (authors), *Insurance Industry Mergers & Acquisitions*, Schaumburg, IL: Society of Actuaries, 2005.

Author of "Retiree Group Benefits" chapter in Bluhm, William (Editor), *Group Insurance*, Windsor, CT: ACTEX Publications, 2013.

Contributor to Winklevoss, Howard, *Pension Mathematics with Numerical Illustrations*, University of Pennsylvania Press, 1993.

PRESENTATIONS

"Funding Retirement Health/Welfare Benefits," Enrolled Actuaries Meeting, Washington, DC, March 2013

"Professionalism for Health Actuaries," Society of Actuaries seminar, Las Vegas, NV, October 2012

"Future Outlook for Medicare," Conference of Consulting Actuaries Annual Meeting, Boca Raton, FL, October 2012

"More Ethics," Enrolled Actuaries Meeting, Washington, DC, March 2012

"Professional Standards Seminar," Conference of Consulting Actuaries, Washington, DC, March 2012

"Ethics and Professionalism for Actuaries," Society of Actuaries Seminar, Nashville, TN, November 2011.

"Healthcare Costs Continue to Increase—Why?," Conference of Consulting Actuaries Annual Meeting, Las Vegas, NV, October 2011

"Retiree Medical Issues Post-Health Care Reform" and "HARI and Other Research Updates," Society of Actuaries Annual Meeting, Chicago, IL, October 2011

"Retiree Medical Valuations and Management" and "ASOPs for Health Actuaries," Society of Actuaries Health Meeting, Boston, MA, June 2011

"Impact of Health Reform," Enrolled Actuaries Meeting, Washington, DC, March 2011

"Health Reform for Non-Healthcare Actuaries," Audiocast, Conference of Consulting Actuaries, January 19, 2011

"Late Breaking Issues in Health Reform," "Retiree Medical Hot Topics," "State Strategies and Decisions Under Health Reform," and "Professional Standards Seminar," Conference of Consulting Actuaries Annual Meeting, Palm Desert, CA, October 2010

"Health Reform Updates," audiocast series, Conference of Consulting Actuaries, April through October 2010

"Professional Standards/ABCD Hearing" seminar, "Health Claims for Pension Actuaries," and "Healthcare Reform's Impact on Retiree Medical," Enrolled Actuaries Meeting, Washington, DC, April 2010

"Attestation of Actuarial Equivalence for RDS Program: A Timely Review of Requirements, Issues and Qualifications," Webinar, American Academy of Actuaries, March 24, 2010

"Healthcare Reform – Budget Implications," "Debate: A National Healthcare Record Database, For or Against?" "Legislative and Regulatory Reform," "ABCD Hearing" and "Retiree Medical Update" seminar, Conference of Consulting Actuaries annual meeting, Tucson, AZ, October 2009

"Funding Retiree Welfare Benefits" and "Health Topics for Pension Actuaries," Enrolled Actuaries Meeting, Washington, DC, April 2009

"What Are Health Plans Offering Retirees?," "Healthcare for Dummies," and "GASB 43/45: In the Trenches," Conference of Consulting Actuaries annual meeting, Bonita Springs, FL, October 2008.

"Healthcare Issues for Pension Actuaries," Conference of Consulting Actuaries and Society of Actuaries Employee Benefits Spring Meeting, Tampa, FL, June 2008.

"Funding Retiree Welfare Benefits," Enrolled Actuaries Meeting, Washington, DC, April 2008.

"GASB 43/45 Part II" Seminar, Washington, DC April 2008.

"You Want Me to Do What?—Business Ethics," Conference of Consulting Actuaries annual meeting, San Antonio, TX, October 2007.

"Healthcare Overview Course," National Bank of Serbia, Belgrade, Serbia, June 2007

"The Current and Future State of Retiree Medical Plans," Society of Actuaries Health Meeting, Seattle, WA, June 2007

"Account Based Retiree Health Care," Employee Benefits Meeting, Tampa, FL, June 2007.

"Accounting – Part 2: GASB No. 45 – Not FASB for Governmental Plans!," Employee Benefits Meeting, Tampa, FL, June 2007.

"Retiree Medical Funding Strategies," Enrolled Actuaries Meeting, Washington, DC, March 2007.

"Section 420 Transfers/401(h)," Enrolled Actuaries Meeting, Washington, DC, March 2007.

"GASB 43/45," Seminar, Washington, DC, March 2007.

"Update on CMS PDPs," Society of Actuaries spring health meeting, Hollywood, FL, June 2006.

"Retiree Health: Options and Strategies to Cover Your Retirees Without Breaking the Bank," ERISA Industry Council health meeting, Washington, DC, June 2006.

"Health Care Business Update," Financial Executive Institute government professional committee meeting, Arlington, VA, May 2006.

"Actuarial Equivalence for Employers," American Academy of Actuaries annual meeting, Washington, DC, April 2006.

"Employer Perspectives on Healthcare," Illinois Chamber of Commerce meeting, Chicago, IL, April 2006.

"To Fund or Not to Fund," Enrolled Actuaries Meeting, Washington, DC, March 2006.

"MMA Meets FAS 106," Conference of Consulting Actuaries Annual Meeting, Asheville, NC, November 2005.

"Applications of NHE Cost Projections," Society of Actuaries spring health meeting, New Orleans, LA, June 2005.

"Actuarial Equivalence Certifications under MMA," American Academy of Actuaries annual meeting, Washington, DC, May 2005.

"Funding Retiree Welfare Benefits," Enrolled Actuaries meeting, Washington, DC, March 2005.

"Emerging Topics in Retiree Health," Conference of Consulting Actuaries annual meeting, Hawaii, HI, November 2004.

"Valuation of Retiree Health Benefits," Society of Actuaries spring health meeting, Anaheim, CA, May 2004.

"FAS 106 Current Issues," Enrolled Actuaries meeting, Washington, DC, March 2004.

"The Application of FAS 106 Standards of Practice in a Rapidly Changing Environment," Conference of Consulting Actuaries annual meeting, Tucson, AZ, November 2003.

"Medicare Reform Proposals," Commonwealth Fund Medicare seminar, August 2003.

"The Future of Managed Care," Society of Actuaries spring health meeting, Vancouver, BC, June 2003.

"Advanced Retiree Group Benefits," Society of Actuaries seminar, New Orleans, April 2003.

"Trends in Healthcare and Consumer-Driven Issues," Enrolled Actuaries meeting, Washington, DC, March 2003.

"Retiree Welfare Valuations under FAS 106," Conference of Consulting Actuaries annual meeting, Amelia Island, FL, November 2002.

"Cost Trends and Legislative Update," Conference of Consulting Actuaries annual meeting, Amelia Island, FL, November 2002.

"What's Up with ASOP 6?" Society of Actuaries spring health meeting, San Francisco, CA, June 2002.

"Yet Another Look at FAS 106 and FAS 112," Enrolled Actuaries meeting, Washington, DC, March 2002.

"Trends in Healthcare," Enrolled Actuaries meeting, Washington, DC, March 2002.

"Retiree Group Benefit Issues," Society of Actuaries, seminar Scottsdale, AZ, November 2001.

"Health Care Legislative Update," Conference of Consulting Actuaries annual meeting, San Antonio, TX, October 2001.

"Retiree Medical Issues," Conference of Consulting Actuaries annual meeting, San Antonio, TX, October 2001.

"Prescription Drug Costs and Design," Society of Actuaries and the Conference of Consulting Actuaries seminar, San Antonio, TX, October 2001.

"Current Issues in Employee Health and Welfare Benefits," Society of Actuaries seminar, Dallas, TX, June 2001.

"Retiree Welfare Funding," Society of Actuaries spring meeting, Dallas, TX, June 2001.

"Comprehensive Medicare Reform," Society of Actuaries spring meeting, Dallas, TX, June 2001.

"Retiree Medical: Will We be Working at 80?" Council on Employee Benefits annual meeting, Tucson, AZ, April 2001.

"Health and Welfare Topics for Pension Actuaries," Enrolled Actuaries meeting, Washington, DC, March 2001.

"First Look at the Retiree Group Benefit Actuarial Standard," Enrolled Actuaries meeting, Washington, DC, March 2001.

"Retiree Group Benefit Issues," Society of Actuaries seminar, Tampa, FL, November 2000.

"Current Trends in Retiree Medical Design," Conference of Consulting Actuaries annual meeting, Palm Desert, CA, October 2000.

"Funding of Retiree Medical Plans," Conference of Consulting Actuaries annual meeting, Palm Desert, CA, October 2000.

"Medicare Retiree Benefit Plans," Society of Actuaries spring meeting, Las Vegas, NV, June 2000.

"Health and Welfare Topics for Pension Actuaries," Enrolled Actuaries meeting, Washington, DC, March 2000.

"Considerations in Modeling Retiree Group Benefits," Enrolled Actuaries meeting, Washington, DC, March 2000.

"Monitoring and Managing Healthcare Vendor Performance," Conference of Consulting Actuaries annual meeting, Boca Raton, FL, October 1999.

"FAS 106 Current Issues," Society of Actuaries spring meeting, Seattle, WA, June 1999

"Adapting FAS 106 Assumptions as Medicare+Choice Unfolds," Society of Actuaries spring meeting, Seattle, WA, June 1999

"Ethics 101," Conference of Consulting Actuaries annual meeting, Boston, MA, October 1998.

"Defining "Best in Market" Health Opportunities," Society of Actuaries spring meeting, Maui, HI, June 1998.

"Postretirement Health Care Benefits," *Strategies for a Changing Workforce* conference sponsored by the American Compensation Association, the International Foundation of Employee Benefits and the Society of Actuaries, March 1998.

"Experience and Problems Under FAS 106," Enrolled Actuaries meeting, Washington, DC, March 1998.

"Health and Welfare Topics for Pension Actuaries," Enrolled Actuaries meeting, Washington, DC, March 1998

"Legislative Changes Impacting Health Care Benefits," Conference of Consulting Actuaries annual meeting, Scottsdale, AZ, September 1997.

"Managed Care for Non-Health Actuaries," Conference of Consulting Actuaries annual meeting, Scottsdale, AZ, September 1997.

"Postretirement Welfare Benefits," Enrolled Actuaries meeting, Washington, DC, March 1997.

"Got You Covered," Conference of Consulting Actuaries annual meeting, San Diego, CA, September 1996.

"Basics of Funding Retiree Medical Benefits," Conference of Consulting Actuaries annual meeting, San Diego, CA, September 1996.

"Retiree Medical Design," Conference of Consulting Actuaries Annual Meeting, Orlando, FL, November 1995.

"Health Care Reform," Conference of Consulting Actuaries Annual Meeting, Maui, Hawaii, October 1994.

"Postretirement Welfare Benefits," Enrolled Actuaries Annual Meeting, Washington, DC, March, 1994.

"Advanced Seminar on Retiree Medical Benefits," Society of Actuaries, Chicago, IL, June 1993.

"Coordinating Assumptions Between FAS 106 and FAS 87," Conference of Consulting Actuaries Annual Meeting, Colorado Springs, CO, October, 1992.

"Introduction to FAS 106," Enrolled Actuaries Annual Meeting, Washington, DC, March, 1992.

"Retiree Medical Funding," Conference of Consulting Actuaries Annual Meeting, Phoenix, AZ, October, 1991.

“Designing Retiree Medical Plans,” Executive Enterprises seminar, New York, NY, April 1990.

“VEBAs—What are They?” Conference of Consulting Actuaries Annual Meeting, Hot Springs, VA, October, 1989.

“Postretirement Medical,” Conference of Consulting Actuaries Annual Meeting, San Antonio, TX, October, 1986.

“Actuarial Valuations for Government Contractors,” Enrolled Actuaries Annual Meeting, Washington, DC, March, 1982.

“Pricing Stop Loss Medical Insurance,” Spring Meeting of the Society of Actuaries, Banff Springs, AL, March 1979.