



Hewitt

SPEAKER BIOGRAPHIES

Drew Altman is President and Chief Executive Officer of the Henry J. Kaiser Family Foundation. One of the nation's largest private foundations devoted to health, the Foundation is a leading independent voice and source of research and information on health care in the United States. Since 1987, the Foundation has also operated a major program supporting efforts to develop a more equitable health system in South Africa. In 1991, Dr. Altman directed a complete overhaul of the Foundation's mission and operating style, leading to the Foundation's standing today as a premier health policy research and information organization.

Dr. Altman is a former Commissioner of the Department of Human Services for the state of New Jersey (1986-1989). Prior to joining the Foundation in 1990, Dr. Altman was director of the Health and Human Services program at the Pew Charitable Trusts. He was a vice president of the Robert Wood Johnson Foundation from 1981 to 1986, and served in a senior position in the Health Care Financing Administration prior to joining the Johnson Foundation.

Dr. Altman received his Ph.D. in political science from the Massachusetts Institute of Technology, where he taught graduate courses in public policy. He did his post-doctoral work at the Harvard School of Public Health before moving on to public service. Dr. Altman is a leading expert on national health policy and publishes and speaks widely on health issues.

Randy Johnson assumed the role of Director, Human Resources Strategic Initiatives in 2001 with responsibility for representing Motorola regarding human resources legislation and regulations in both Washington D.C and state governments. In this role, he serves as the spokesperson for Motorola on Human Resources matters such as health care, education, Social Security and Medicare reform, retirement plans, compensation and stock programs, flexible workforce and immigration.

Prior to 2001, he served as Director of North America Rewards, with responsibility for retirement, health care and insurance benefits planning, development and marketing of Motorola benefits programs covering 70,000 employees in the United States and Canada. He has been a leader in the installation of Motorola's Health Advantage Program, the "stigma-free" Mental Health/Chemical Dependency Program, Centers of Distinction, and Healthy Quality of Life Programs--customer-designed programs and networks designed based on input from Motorola's employee and provider community.

He has also been a leader in the development and implementation of Horizons 2000, Motorola's approach to retirement and investment programs, which includes the 401(k)/Profit Sharing Plan, the Motorola Portable Pension Plan, *MOTshare*, (a discounted stock purchase program) and "Take Charge of Your Financial Future", a customized financial planning program.

He is Vice Chairman of the ERISA Industry Committee (ERIC) Board of Directors, and serves on the ERIC Retirement Committee and Health Policy Committee, of which he is the Chairperson; and is a member of the American Benefits Council (ABC) Board of Directors, Retirement Policy Committee, of which he is the Chairperson, and Health Care Policy Committee. He also served eight years on the Profit Sharing Council of America Board of Directors. He has testified before the Employer-Employee Relations Subcommittee of the House Economic and Educational Opportunities Committee, the Department of Labor and the Internal Revenue Service on both health care and retirement plan proposed legislation and regulations.

He has served on the WorldatWork Board of Directors. He served on its Benefits Committee in 1992 when the WorldatWork (then the American Compensation Association (ACA) established its Certified Benefits Professional Program. He currently serves as an instructor in WorldatWork health care and retirement seminars. He also recently served as Board of Directors' Chairperson of New Moms, a Chicago-based organization providing services to homeless and teenage new mothers and their families. He also served on the Board of Michigan HMO Plan in the mid-1970s. Previously, he was with Northwest Industries, Inc. and Manufactures Bank in Detroit. He is a graduate of the University of Wisconsin.

Frank McArdle is the manager of Hewitt's Washington, DC, Research Office where he consults with large employers on issues and developments in public policy and in the marketplace that directly or indirectly influence the design, costs and administration of their benefit programs. Prior to joining Hewitt, Frank was Director of Education and Communications at the Employee Benefit Research Institute (EBRI). Preceding that position, Frank was a professional staff member at the U.S. Senate, Special Committee on Aging. Previously, he held several positions with the U.S. Social Security Administration, among them, as a Special Assistant to the Commissioner of Social Security.

Frank is the lead author of four reports for The Henry J Kaiser Family Foundation pm trends in retiree health benefits and their interactions with potential Medicare reforms. Frank has had many of his articles and papers published in *Health Affairs* and elsewhere and he serves as a Hewitt resource for the media. He participates on the Coordinating Committee of the Centers for Medicare and Medicaid Services, National Medicare Education Program, and is a member of the National Health Policy Forum's Private Markets Technical Advisory group. He has ongoing discussions with congressional administration staff and has been invited to testify before key congressional committees and the National Bipartisan Commission on the Future of Medicare. Frank was a congressionally appointed delegate to the 2002 National Summit on Retirement Savings and is a member of the National Academy of Social Insurance. He has a Ph.D. from the University of Virginia, and received his B.A. from Fordham University. Frank was a Woodrow Wilson Fellow and a Fulbright Scholar.

Patricia Neuman is a Vice President of the Henry J. Kaiser Family Foundation and is Director of the foundation's Medicare Policy Project. In this capacity, she focuses primarily on health policy issues related to Medicare, long-term care, and health coverage for low-income elderly and disabled populations. The Kaiser Family Foundation is a non-profit, independent national health care philanthropy dedicated to providing information and analysis on health issues, and is not associated with Kaiser Permanente.

Before joining the Foundation in 1995, Dr. Neuman served for six years on the professional staff of the Ways and Means Subcommittee on Health in the U.S. House of Representatives, and for three years on the staff of the U.S. Senate Special Committee on Aging working on health and long-term care issues. Dr. Neuman served on the Department of Health and Human Services' Advisory Committee on Medicare Education and on the Century Foundation's Task Force on Medicare Reform between 2000 and 2002. She has been invited several times to present expert testimony before Congressional Committees and has published numerous articles on topics related to health coverage and financing for the Medicare population.

Dr. Neuman received a Doctorate of Science degree in health policy and management and a Masters of Science degree in health finance and management from the Johns Hopkins School of Public Health in Baltimore, Maryland. She holds a faculty appointment as an Associate in the Johns Hopkins University Department of Health Policy and Management. She received her Bachelor's degree from Wesleyan University in Middletown, Connecticut.