**ICW Group Insurance Companies**

**Executive Leadership Team**

**Kevin Prior, Chief Executive Officer**

Kevin Prior joined ICW Group in 1990, and has held various executive positions in actuarial, analytics, reinsurance and operations. In 2004 he was promoted to his current position of president and CEO.

Kevin’s combination of strategic business acumen, analytics and investment in cutting edge technology has catapulted ICW Group forward—nearly doubling surplus over the last three years. Under Kevin’s leadership, the company has grown to become one of the top work comp insurers in the United States. He received a Bachelor of Science in business administration from The Ohio State University and an MBA from San Diego State University.

**Mark Moitoso, President**

Mark Moitoso serves as President of ICW Group, overseeing the company’s strategic growth initiatives, product line expansion, and operational efficiencies. With deep expertise in commercial insurance, he has held leadership roles across multiple functions within the property and casualty sector, including captive consulting, risk finance, analytics, risk control, underwriting, and claims.

Mark leads ICW Group’s workers’ compensation and catastrophe insurance product lines, driving innovation and market expansion.

Before joining ICW Group, Mark was Executive Vice President, Risk Practices at Lockton Companies, where he advised clients on advanced risk strategies. Previously, he spent 25 years at Liberty Mutual, holding key leadership positions in risk management and insurance operations.

Mark holds a Bachelor of Arts in Mathematics from Boston College and is a Fellow of the Casualty Actuarial Society and a Member of the American Academy of Actuaries.

**Nicole Rathsam, Chief Financial Officer**

Nicole Rathsam leads ICW Group’s financial strategy and oversees the premium audit and accounting and reporting departments. She brings more than 15 years of Property & Casualty insurance financial experience to the company as well as significant technology and data knowledge. Nicole has a proven track record of building teams, creating high-performing business partnerships and driving favorable financial and operational outcomes. She joined ICW Group as the chief financial officer in 2020.

Prior to ICW Group, she was vice president of corporate financial planning, analysis and consolidations for CNA Insurance Companies in Chicago. She was involved in enterprise-wide forecasting, expense management and scenario planning. She began her career there in internal audit and also worked in reinsurance accounting and led statutory reporting.

Nicole has a Master of Business Administration with a concentration in Accounting from DePaul University and a Bachelor of Science degree in Informatics from Indiana University.

**Paul Zamora, Chief Underwriting Officer**

Paul Zamora joined ICW Group in 2006 to assume the business leadership role of ICW Group’s workers’ compensation product line. Under his leadership, the company’s work comp business has far exceeded industry and competitive benchmarks for growth, profitability, and efficiency. Paul is also in charge of building ICW Group’s multi-line underwriting business and strategy and leading the company’s business expansion efforts.

Before joining ICW Group, Paul served as an assistant vice president at Zenith Insurance Company, one of the top workers’ compensation carriers in the United States, where he played a key underwriting role.

**Mirek Wieczorek, Chief Reinsurance Officer**

Mirek joined ICW Group in 2019 with 30 years of leadership experience in the reinsurance industry. He leads ICW Group’s growth strategy for its assumed reinsurance line of business. Mirek’s distinguished underwriting career, along with his extensive industry relationships, has been instrumental to the Company’s growing presence in the reinsurance market.

Before joining ICW Group, Mirek spent ten years at Tokio Millennium Re (TMR) at their offices in Bermuda and the US, most recently as executive vice president and head of underwriting at TMR US Branch reinsurance operations.

Prior to joining TMR, he held various positions at reinsurance companies underwriting a diverse range of property, casualty and specialty reinsurance transactions, as well as credit enhancement and structured finance programs.

Mirek holds a Master of Science Degree in Mathematics and is an Associate of the Casualty Actuarial Society and Member of the American Academy of Actuaries.

**John Novak, Chief Digital Officer**

John Novak joined ICW Group in 2017 to lead the company’s operations and drive its strategic business plans. He is a 25-year veteran of the insurance industry holding various senior level positions throughout the United States. John’s insurance expertise includes product development, sales and distribution, claims practices, information systems, enterprise risk management, compliance, financial reporting and corporate governance. He has worked across multiple lines of business including workers’ compensation, automobile liability, commercial property and general liability, surety, cyber liability and employment practices liability.

Prior to joining ICW Group, John served as managing director of Guy Carpenter, a leading reinsurance intermediary where he successfully helped clients achieve profitable growth through specialized broking and strategic advisory services. John also established the company’s West Coast cyber liability practice.

Previously, John held senior level positions with E. W. Blanch Company (now part of Aon Re) and Willis Re. He earned his bachelor’s degree from the University of California, Berkeley.

**Richard Manship, ACAS, MAAA, Chief Actuary**

With more than 20 years of experience, Richard Manship is respected among industry thought leaders for his professional dedication and contributions to the actuarial profession. He has served as ICW Group’s chief actuary since 2006, and is responsible for ratemaking/pricing, estimating liabilities (reserving), forecasting as part of the budgeting process, corporate reporting, data governance and business intelligence sponsorship, as well as analytic activities across workers’ compensation and private passenger auto.

Prior to joining ICW Group, Richard held several senior leadership positions, including assistant vice president at a national workers’ compensation company. His expert commentary on data and analytics has been featured in Information Technology magazine and several industry white papers, and he has spoken at the Insurance Accounting and System Association (IASA) annual conference on legacy system transformation.

Deeply committed to his profession and the future of the industry, Richard is a founding member of the University of California, Santa Barbara (UCSB) Actuarial Advisory Board, where he provides counsel on curriculum, mentorship and advice on emerging practice areas. He is an associate of the Casualty Actuarial Society (CAS) and a member of the American Academy of Actuaries (AAA), having attained membership in 2002. He holds a Bachelor of Arts in physics and a Bachelor of Science in statistics from UCSB.

**Amanda Granger, Senior Vice President, Workers’ Compensation Claims**

Amanda joined ICW Group in 1995 and has held several key positions within the organization. In her current role, she leads ICW Group’s workers’ compensation claims operations and more than 300 claim support professionals. Amanda and her team ensure all claims and claims legal operations are meeting strategic goals while in compliance with audit, regulatory and legislative requirements.

Amanda’s claims management and technical expertise have been an integral part of securing optimal claims and operational excellence at ICW Group. Her strong leadership has helped ICW Group grow into an industry leading claims organization.

Prior to joining ICW Group, Amanda worked for Kemper National and Transamerica Insurance Companies. She is an active participant in numerous industry events and contributes to various claims committees. Recently, she was reelected to the California Workers’ Compensation Institute Board of Directors and has served as a board member since 2015.

**Iva Yuan, Senior Vice President, Product & Actuarial**

Iva Yuan brings more than 20 years of P&C insurance industry experience to ICW Group and oversees the company’s actuarial and product management practices. This includes enhancing ICW Group’s product lines to deliver competitive offerings to policyholders and advancing the company’s reserving practices.

Prior to joining ICW Group, Iva served as Vice President of Product Management as well as Chief Actuary at the Allstate direct-to-consumer company Esurance. She has also served as a Principal and Consulting Actuary at one of the world’s largest independent actuarial consulting firms Milliman, Inc.

Iva holds a Master of Science degree in Applied Mathematics from California Polytechnical University, Pomona and a Bachelor of Science degree in Chemical Engineering from University of California, Los Angeles. Iva is also a Fellow of the Casualty Actuarial Society.

**Todd Hartline, Vice President, Information Technology**

Todd joined ICW Group in 2019 bringing more than 20 years of IT experience, leading teams in transforming technology and IT processes to deliver business results in the insurance industry. Todd leads the company’s Technology and Security teams as well ICW Group’s digital insurance endeavors.

Before joining ICW Group, Todd was chief information officer and vice president of information technology at Admiral Insurance. There he oversaw all IT functions for the Admiral Insurance operating unit of W.R. Berkley which included business application development and support, and data center operations. Prior to Admiral Insurance, he served as senior director of software development and application portfolio management at Liberty Mutual. There he led the strategic design and development of new financial systems across multiple business groups, including the support of $10 billion in personal insurance operations.

Todd earned a bachelor’s degree in Business Administration from Ohio State University.

**Travis Noland, Vice President, Catastrophe Underwriting**

Since joining ICW Group in 2005, Travis Noland has held various positions in reinsurance and property underwriting. Currently, as the vice president of catastrophe underwriting, Travis leads ICW Group’s DIC, monoline flood and ceded reinsurance operations. His relentless drive for improvement has produced effective insurance products, highly efficient underwriting management systems, and an exceptionally skilled underwriting staff.

ICW Group’s earthquake underwriting department has gained recognition among the reinsurance and broker communities for its cutting-edge analytic capabilities and best-in-class underwriting. Travis has a Bachelor of Arts degree from the University of California, San Diego, and a CPCU designation.

**Jan Mello, Vice President, Head of Human Resources**

Jan is a global human resources leader with more than 25 years of experience across multiple industries. Joining ICW Group in 2023, Jan leads the company’s human resources and talent programs for all our lines of business as well as guide employee engagement and learning and development programs. Jan has extensive experience and success in organizational design, employee and leadership development, culture, and employer brand, all of which elevate and motivate a high-performing culture at ICW Group.

Prior to joining ICW Group, Jan was Partner and Chief Human Resources Officer for USI Insurance Services, where she drove talent planning and execution, strategic talent acquisition, performance management, Diversity, Equity & Inclusion (DEI) and more. She has also led human resources strategy at companies across multiple industries, including global agri-food technology, software and biopharmaceutical.

Jan received her Bachelor of Administration degree in business administration from California State University, Fullerton. She also holds numerous certifications, including Senior Professional in Human Resources, Certificate in Human Resources Management and Certified Change Management Practitioner. When Jan is not focused on work, she can be found with her husband, two kids, and bernadoodle puppy, all of whom enjoy hiking, skiing, and traveling.

**Michael Warnick, Vice President, General Counsel**

Mike joined ICW Group in 2019 and oversees the company’s corporate secretarial, compliance and ethics, litigation, contract management, cyber security and regulatory functions. Mike’s focus is on providing superior legal advice to ICW Group’s business units while assisting the company in mitigating legal risk.

With more than 25 years of insurance and legal experience, Mike most recently served as the senior vice president, deputy general counsel and chief compliance officer for the CNA Insurance Companies in Chicago. He was involved in litigation, claims management, compliance and ethics, transaction execution, and regulatory matters for CNA’s domestic and international operations. Prior to joining CNA, he was a partner in a Chicago law firm specializing in insurance.

Mike received his Bachelor of Arts degree from Northwestern University and his law degree from Loyola University Chicago School of Law. He is licensed to practice law by the Supreme Court of Illinois, and Registered In-House Counsel with the State Bar of California.