

The USAU Board of Directors is pleased to announce the following promotions and job responsibility changes to be effective April 1, 2016:

Promotions and Job Responsibility Changes

John Brogan has been promoted to President and Chief Operating Officer. He will be responsible for all underwriting departments and the claims department. He is also charged with enterprise strategy development, implementation, and execution.

Edwin Marin, Chief Underwriting Officer, has been promoted to Executive Vice President.

Vincent Keenan, Senior Vice President has been promoted to Chief Financial Officer.

Andrew Spiegel, Senior Vice President and **Mitchell Young**, Senior Vice President will jointly manage our General Aviation Underwriting Department. Andrew will oversee the Western US territory while the Eastern territory will be managed by Mitch. **Kyle Anderson**, Senior Vice President, will continue to manage CAIM as well as our International business.

Victor D'Avanzo, Senior Vice President has been promoted to Director of Quality and Process Improvement.

Michele Moriarty, Senior Quality Assurance Coordinator has been promoted to Vice President.

Anthony Farano has been promoted to Vice President and Underwriting Branch Manager of our Los Angeles Branch Office.

Richard Schneider, Senior Pricing Actuary has been promoted to Vice President.

Timothy Goldrick has been promoted to Vice President within the Accounting Department.

Taisiya Anosova of the Home Office Accounting Department has been promoted to Assistant Vice President.

Thomas Kearns, Accounting Department Collections Manager, has been promoted to Assistant Vice President.

Mary Ellen Rogers, Safety Coordinator, has been promoted to Assistant Vice President.

Michael McEwen has been promoted to Assistant Vice President and Assistant Underwriting Branch Manager of our Toronto Branch Office.

Brenda Riech of our Dallas Branch Office has been promoted to Senior Underwriter, Assistant Vice President and head of the Policy Language Committee.

Robert Kehoe, Senior Claims Representative in our Hull Loss Claims Department has been promoted to Assistant Vice President.

Paula Wood, a member of our Atlanta Claims Office has been promoted to Assistant Vice President, Senior Claims Representative.

Diana Zawistowski has been promoted to Senior Underwriting Assistant within the Toledo Branch Office.

Retirement Announcements

William Lichte has announced that he will be retiring on June 14, 2016. He will be supporting Vincent Keenan's transition into the role of CFO until that date. Please join me in congratulating Bill on his impending retirement. We will certainly comment more on his remarkable 40 year career as we get close to that date.

John Pansy has announced that he will be retiring on March 31, 2016 after a career with us spanning 42 years. Please join me in congratulating John on his remarkable career and impending retirement.

Donna Schiavo has announced that after 27 years with us, she will retire on August 12, 2016.

Each of these associates has made enormous contributions to our organization and we look forward to celebrating their careers and future plans at dates and times to be announced in the near future.

Please join me in congratulating all on their well-deserved promotions, new job responsibilities, and retirements!



David L. McKay
President & CEO