



About Our Leaders



Doug Hammond | Chairman and Chief Executive Officer

Doug advances initiatives that ensure NFP is synonymous with a leading, full-capability insurance broker and consultant that cares deeply about the well-being of its employees and clients. Doug has over 25 years of experience in executive management, operations, underwriting and law. He joined NFP in 1999 and has held several leadership positions, including president, chief operating officer, general counsel and head of strategy. He became chairman and CEO in 2013. Prior to NFP, Doug practiced corporate law at a national firm, where he represented NFP's founding capital partner before and during NFP's startup phase.

Doug's people-first approach drives his commitment to build exceptional leadership teams that embody NFP's dedication to trust, transparency and communication, and to delivering a broad range of high-quality solutions to clients. In 2013, he led NFP's pivotal \$1.4 billion go-private transaction with Madison Dearborn Partners LLC (MDP), a leading private equity firm. Doug subsequently led two recapitalizations of NFP, in 2017 and 2019, the most recent of which valued the company at \$5.8 billion and created significant opportunities for future growth.

Doug also serves a variety of organizations whose activities align with the business and his focus on community impact. He is a member of MDP's Industry Advisory Group for the Financial and Transaction Services Sector and the board of directors of the Council of Insurance Agents & Brokers. Doug serves on the board of trustees of his alma mater, Fairfield University, and Northwell Health, New York's largest healthcare provider and private employer. He is also a member of the CEO Commission for Disability Employment and has signed the Paradigm for Parity pledge, a commitment to doing his part to significantly increase the number of women in senior operating roles.

Doug also serves as a trustee of the Committee for Economic Development, a nonprofit, nonpartisan public policy organization working to advance reasoned solutions from business in some of the nation's most critical public policy issues. In addition, Doug co-authored *Reinsurance Law*, a leading subscription treatise on reinsurance practice and legal trends.

Doug earned his Bachelor of Arts from Fairfield University and his law degree from St. John's University School of Law.



Mike Goldman | President and Chief Operating Officer | Board Member

Mike directs initiatives that empower NFP to strategically expand within an efficient, global operating structure. With a focus on ensuring the company offers a breadth of solutions to clients, Mike is involved in bringing in new acquisitions and guiding the seamless integration of their employees, expertise, relationships, and unique capabilities. Mike came to NFP in 2001 and served in a number of diverse roles before becoming the head of Mergers & Acquisitions in 2005. He leads NFP's emerging insurtech/fintech venture investment fund, supporting the company's initiative of active and deliberate investment in innovative technology, and is a member of the NFP board. Prior to NFP, he worked in the Mergers & Acquisitions department of the law firm of Skadden, Arps, Slate, Meagher & Flom LLP. Mike also serves on the board of Project Sunshine, an organization that provides play and activities to help children cope while facing medical challenges. He earned his Bachelor of Arts from Yale University and Juris Doctor from Columbia University School of Law.



Ed O'Malley | Executive Vice President, Head of Insurance Brokerage and Consulting | NFP

Ed drives the operational progress of NFP's business segments (Property and Casualty, Benefits and Life, and Wealth and Retirement), as well as NFP's two flagship membership organizations, PartnersFinancial and Benefits Partners. He was the lead architect in transforming the company's outstanding corporate benefits businesses into a diverse and cohesive unit delivering an array of solutions to NFP's clients. Part of the company since 2002, he efficiently aligns people, services, and products across all regions, enabling NFP advisors to exceed client expectations with innovative offerings and a consistent, highly personalized experience. Prior to NFP, Ed launched vSimplify, a benefits administration technology company. He earned his Bachelor of Arts from the University of Cincinnati.



Evan Michael | Executive Vice President and General Counsel

Evan is the principal legal advisor to NFP's senior management on the company's strategic and tactical legal initiatives. He's also responsible for overseeing NFP's legal, compliance and risk management functions. With NFP since 2006, Evan leads our Legal department, which works on all aspects of major transactions and acquisitions to help maximize growth, mitigate risk and make sure we maintain and expand our robust compliance offerings. Before joining NFP, Evan began his career as a mergers-and-acquisitions attorney for Skadden, Arps, Slate, Meagher & Flom LLP, followed by work as a private equity and mergers-and-acquisitions associate at Goodwin Procter. He completed his undergraduate studies at the University of Pennsylvania and law school at New York University.



Brett Schneider | Executive Vice President and Chief Financial Officer

Brett leads the Financial Planning and Analysis, Financial Reporting, Tax, Treasury, Investor Relations and Internal Audit divisions of NFP. He's key in managing the capital structure of the company and is active in its debt-raising activities. As a strategic partner to executives across NFP, Brett provides guidance to growth initiatives that result in new capabilities throughout the organization. Prior to joining NFP, he was an audit manager at KPMG. Brett holds a Bachelor of Science in accounting from Long Island University, C.W. Post Campus, and is also a CPA in the state of New York.



Carl Nelson | Executive Vice President, Mergers & Acquisitions

Carl and his highly experienced Mergers & Acquisitions (M&A) team are dedicated to expanding NFP through the acquisition of firms that strengthen and scale our operations nationally and internationally. As the entry point for all new acquisitions, he ensures they are an economic and cultural fit with values that align with NFP's personal commitment to every employee and client. From prospecting and negotiating to closing and integrating, Carl and his M&A professionals actively enhance NFP service offerings while positioning the company for future growth. Carl also oversees NFP's Integration Management Office (IMO), which helps to create a more seamless process between the acquisition and onboarding activities for new firms and employees joining NFP. Prior to NFP, Carl was a member of the M&A teams at Ernst & Young LLP and PricewaterhouseCoopers LLP. He graduated from Syracuse University's Martin J. Whitman School of Management and holds a Master of Business Administration from Fordham University.



**Ginnette Quesada-Kunkel | Executive Vice President and
Chief Human Resources Officer | NFP**

Ginnette brings results-oriented leadership and expertise to NFP, directing the full spectrum of human resources activities for the company. She leads all human resources operations, compensation and benefits practices, employee benchmarking, change management, and mergers and acquisitions diligence, playing an integral role in creating an environment that attracts and retains top talent through a people-first culture. Ginnette is a member of NFP's Executive Management Committee. Before being promoted to executive vice president in January 2019, Ginnette was senior vice president of Human Resources. She joined NFP in 2007 as vice president, Human Resources. Her strong technical and strategic knowledge, depth of organizational awareness, and insightful guidance on opportunities continue to elevate NFP's human resources capabilities. Ginnette is an engaged advocate of the caring and collaboration that are critical to NFP's success. Prior to NFP, Ginnette was director of Faculty Affairs at Columbia University and an HR generalist for MetLife.



Henry Lombardi | Executive Vice President, Property and Casualty

Henry brings more than 40 years of strategic experience and expertise in the property and casualty (P&C) space to NFP. He is responsible for managing NFP's P&C operations and resources across the company, working alongside our regional and platform leaders to build and elevate a world-class P&C business. Since joining the team in 2017, Henry's insights have been invaluable to the strategic planning process, helping to construct strategies to leverage NFP's increasing scale in P&C to build a better business, while positioning NFP to become a premier broker as distribution models continue to evolve. Henry previously served as Aon's global chief broking officer and executive vice president in the company's construction and infrastructure practice. Prior to that, he spent 25 years as Allied North America's president and chief operating officer. Henry graduated from Farleigh Dickson University with a bachelor's degree in marketing.



Kimberly Bell | Executive Vice President, Head of Health & Benefits

As the strategic and operational director of NFP's national employee benefits practice, Kim is focused on driving growth and creating value across our business through partnerships, solutions and collaboration aimed at enriching NFP's diverse offerings and differentiating NFP in the marketplace. With over 30 years of experience in the employee benefits industry, Kim's leadership has led to a continued growth and expansion of NFP's catalog of consulting and client solutions. This includes an array of products and services that support NFP offices in their sales and client retention efforts. As a long-term thought leader in the corporate benefits space, having served in a variety of roles on both national and regional levels, Kim is a crucial piece of what drives our industry and our business forward. She is currently sitting on several national advisory councils while also playing an active role in NFP's diversity and inclusion initiatives. Kim graduated from Indiana University's Kelley School of Business with a Bachelor of Science in finance and has a Master of Science degree in management from Indiana Wesleyan University. She also holds a CEBS designation from the International Foundation of Employee Benefit Plans.



Mike James | Executive Vice President, Head of Life and Wealth

Mike is an active participant in a variety of industry and community organizations, serving on the Executive Committee of the Finseca (formerly AALU/GAMA) board of directors, and the board of trustees for Suffolk University and The American College of Financial Services. He is also an engaged supporter of Nationwide's Financial Alliance for Racial Equity, the No Book No Ball Basketball Program and the Roxbury YMCA. He received a Bachelor of Science degree from American International College. Mike joined NFP in 2006 as senior vice president of PartnersFinancial's Business Development team, playing an instrumental role in aligning the organization's business guidelines with its vision and culture. Before joining the NFP family, he spent more than 14 years with John Hancock Financial Services where he was integral to building a thriving relationship between John Hancock and NFP. Mike is an active participant in a variety of industry and community organizations, serving on the Executive Committee of the Finseca (formerly AALU/GAMA) board of directors, and the board of trustees for Suffolk University and The American College of Financial Services. He is also an engaged supporter of Nationwide's Financial Alliance for Racial Equity, the No Book No Ball Basketball Program and the Roxbury YMCA. He received a Bachelor of Science degree from American International College.



Eric Boester | Executive Vice President and Chief Marketing Officer

Eric joined NFP in 2001 and has held many roles within the company, giving him great insight into NFP at many different levels. In 2012, he assumed responsibility for the Marketing department and has helped transform the group from an internally focused department to an award-winning team. As CMO, Eric works to dedicate additional capital, resources, and executive attention to support NFP's Marketing team as the company as a whole expands its efforts to develop and execute a more robust digital strategy and elevate the NFP brand. Eric also continues to influence the progress of NFP's corporate development initiatives. His dual function enables marketing and distribution to remain closely aligned as the company advances its integrated sales and marketing strategies. From 1996 until joining NFP, Eric was at Putnam Investments, focusing on sales and distribution of mutual fund, retirement, and variable annuity products. He has an economics degree from the University of Colorado and a Master of Business Administration from New York University's Stern School of Business.



Mark Grosvenor | Executive Vice President and Chief Technology Officer

Mark drives the technology that accelerates NFP's evolution. His specialized team develops and standardizes technology across the company to maximize economies of scale and enhance client support. He also protects NFP employees and clients with best-practice cybersecurity solutions and elevates common technology practices and systems into intelligent client-facing technology tools. Mark effectively articulates the benefits of technology tools and resources, cultivating strong relationships with business leaders to optimize adoption. Prior to NFP, Mark served in a variety of leadership roles, including vice president of Professional Services and Support at Resolution EBS, program manager and regional delivery lead at GTECH, director of Consulting at Trilogy Software, and manager at Andersen Consulting. He earned a Bachelor of Business Administration in operations management and management information systems from Texas A&M University.



Pamela Wheeler | Chief Diversity and Inclusion Officer

Pamela is an accomplished leader with nearly three decades of experience improving diversity, equity, inclusion and belonging (DEIB) outcomes for employees, clients, partners and communities. She works with leaders across NFP, building from the solid DEIB foundation in place, to move the organization forward with deliberate action, measurable results and continuous refinement. Prior to NFP, Pamela consulted with National Football League Operations on their DEIB efforts. Prior to that, she led the Women's National Basketball Players Association, where she accelerated DEIB in a number of areas for the players. She also served as director of Business Development for the Continental Basketball Association, and general counsel and marketing manager for Bob Woolf Associates/Arnold Communications. Pamela is also a lecturer in Columbia University's MS Sports Management program, serves on the board of the US Center for SafeSport, is a former member of the foundation board of the CUNY Graduate School of Public Health and Health Policy, and is a member of the trustee emeritus board of the Women's Sports Foundation. She earned a BA from Dartmouth College and a JD from Boston University.



Suzanne Spradley | SVP, Chief Compliance Officer & Associate General Counsel

Suzanne spearheads NFP's corporate compliance initiatives, emphasizing the company's commitment to legal and regulatory compliance, integrity and business ethics. Her primary areas of focus are legal and regulatory compliance, corporate governance, corporate ethics, legislative affairs, interactions with government agencies and corporate compliance communications. Suzanne has 17+ years of insurance industry experience and joined NFP in 2007 as vice president, Legal and Compliance, to lead the Benefits Compliance department and create a centralized insurance licensing department. Prior to joining NFP, Suzanne worked as an insurance regulatory attorney for Akin Gump Strauss Hauer & Feld and was awarded the Rising Star Designation by the Super Lawyers edition of Texas Monthly magazine. She serves on the Legal Counsel Working Group of the Council for Insurance Agents & Brokers and the Women in Leadership Council. Suzanne earned her bachelor's in business administration from the University of Texas and graduated cum laude from the Southern Methodist School of Law.



Mary Steed | Chief People Officer

Mary drives NFP's PeopleFirst agenda. In particular, she partners with NFP's business leaders to ensure the strategies employed and programs offered attract, engage and retain top talent. Mary is also responsible for all Human Resources field operations, talent management, recruiting, and community and charity initiatives, among others. Mary joined NFP in 2008 and she has progressively taken on more responsibilities throughout her tenure. Mary has been working in human resources for over 25 years across a range of industries including financial services, hospitality, restaurants and construction. Her experience, paired with her knowledge of NFP's rich culture and history, positions her strongly to help define where we need to go to support our employees and culture. She earned a Bachelor of Business Administration in management from the University of Texas at Austin.

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For your people.

For your life.

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