

OUT FRONT IDEAS

JANUARY 2025

Hosted by Kimberly and Mark



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SAFETY NATIONAL



CLIMATE CHANGE



Understanding risks



Preparedness



Resiliency



Forecasting



MENTAL HEALTH AND WELLBEING

Access to care

Personal awareness

Community support

Workplace connections

Strategy for retention



AGING INFRASTRUCTURE





EMPLOYEE BENEFIT LANDSCAPE



ELECTION IMPACT



Insurance regulated
at state level



Less regulation expected
on federal level



Chevron deference
ruling impact



→ **EU REGULATIONS
IMPACTING U.S.
COMPANIES**

| **Sustainability reporting**

| **Supply chain diligence**

| **Data privacy**

| **Technology innovation**

→ **INSURANCE MARKETPLACE**



Property



Liability



Workers'
compensation



Parametric insurance



PFA risks

→ **EVOLVING TECHNOLOGY AND AI USE CASE**

Straight through processing

Productivity gains

Consistent work product

Improve quality

Virtual assistant



→ **CYBER**

Deep fake fraud – 2024 costs
estimated at \$1T business
interruption risk

Critical infrastructure risk

Regulatory reporting requirements
add to costs





DIVERSITY EQUITY AND INCLUSION PERSPECTIVES





→ **LABOR SHORTAGE IMPACT ON CLAIMS**

- | Talent readiness

- | Overtime and absentee rates increase claims frequency



HEALTHCARE LANDSCAPE

Patient access and consumerism

Regulatory changes

Transformative tech

Workforce challenges

Public relations





→ **EXCLUSIVE REMEDY IN WC**

- | **Pennsylvania Supreme Court ruling on non-payment of medical bills**
- | **Defamation lawsuit in alleged fraud case**
- | **Workplace shooting claims in Virginia**



OPTIMIZING YOUR RISK MANAGEMENT PROGRAM

Assess your partnerships

Deploy data analytics and AI

Evaluate risk financing opportunities

Align goals with c-suite expectations

Enterprise risk management

Understanding risks with use of facial recognition and fingerprints

More states pass related laws

Unexpected challenges, Illinois example



BIOMETRIC PRIVACY LAWS



ACHIEVING OPERATIONAL EXCELLENCE

Raising productivity

Quality driver

Workflow efficiencies

Learning and development

Recognition and retention

Career mobility

**CUSTOMER
SATISFACTION**


→ LEGAL SYSTEM ABUSE

Top concern for most businesses
and insurance companies

Every year sees new highs in verdicts

Litigation financing is a national
security threat





Identify, analyze and mitigate potential risks through the entire M&A process

→

- Due diligence

- Integration planning

- Post-merger operations

- Enterprise risk assessment

- Regulatory compliance

- Insurance review

- Claims, new and tail

MANAGING THROUGH MERGERS, ACQUISITIONS AND DIVESTITURES



WORKERS' COMPENSATION CLAIM TRENDS TO WATCH

- | Longer duration of disability for younger workers
- | Longer life expectancies for seriously injured workers
- | Aging claims with rising medical costs
- | Long-term care challenges



NAVIGATING HEADWINDS



Complexity



Speed



Noise

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