

**AARON PEARCE**

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**HIGHLIGHTS**

- Seasoned leader with strong communication skills, and experience working with board members, senior level executives and management in the servicing of organization legal concerns, operational risk management and business strategy development
- Diverse professional and educational background including both legal and business graduate studies, and cross functional experiences
- Comprehensive understanding of state insurance regulation and administrative processes

**EXPERIENCE**

**2014-Current**

**Continental Western Group**

**Des Moines, IA**

**Vice President, General Counsel & Secretary November 2014 – Current**

- Provision of legal counsel to corporate business units and other W.R. Berkley operating companies concerning:
  - Insurance regulation & compliance
  - Competition/trade regulation
  - Employment law
  - General corporate/business transactions
- Execution of revised OFAC compliance program resulting in gained time and expense efficiencies
- Implementation of process improvement initiatives and concepts to improve delivery of legal services to internal client base
- Managed and directed work of additional junior attorney

**2008-2014**

**Farmers Mutual Hail Insurance Company of Iowa**

**West Des Moines, IA**

**Associate General Counsel December 2011 – October 2014**

**Staff Legal Counsel August 2008 – November 2011**

**Compliance Intern June 2007 – August 2007**

- Provision of legal and business counsel to members of senior management and the board of directors regarding strategy and risk including; compliance & regulatory matters, corporate governance, litigation management, employment matters and first party and third party insurance issues
- Successful representation before state insurance regulatory panels on matters concerning product regulation, reinsurance, investment strategies, and consumer affairs
- Managed issues related to state and federal regulatory matters including notice and comment rule making, company licensure, customer privacy and government relations
- Provided material support and assistance to corporate secretary including:
  - Preparation of board resolutions
  - Organization of annual meetings
  - Maintenance and servicing of corporate records
  - General board governance issues
- Directed negotiation of key contractual relationships with service providers and business partners including:
  - Software purchase agreements
  - Temporary workforce staffing needs
  - Cross-promotional marketing relationships
- Senior member of company Enterprise Risk Management Team
  - Identified company risk issues, performed impact evaluation and designed internal controls for risks related to labor management, OFAC compliance, customer privacy, and cost reduction
  - Assisted in development of company ERM based strategic plan for risk mitigation
- Provide internal business consultation services and support to various business units within the organization
  - Management practices consultation (performance training, departmental strategies, and counseling)
  - Project coordination and management of various company strategic growth initiatives including merger of \$10MM state mutual insurer and creation of special purpose investment companies
- Managed various process and cost improvement initiatives resulting in gained efficiencies and expense reduction
  - Analysis of company claims workforce and associated expense resulting in identification of \$2MM annual saving opportunity and total restructuring of 600 member workforce resulting in expanded throughput capacity and improved system of management
  - Redesign of accounts receivable collection process resulting in reduced cost of collection and streamlined management process (savings estimated at \$100K annually)

**2007-2008**                      **Office of the Public Defender, Washtenaw County, Michigan**                      **Ann Arbor, MI**  
**Intern, Juvenile and Felony Divisions**

- Represented youth and adult offenders in criminal or welfare proceedings
- Gained thorough understanding of criminal trial system
- Assisted in the drafting of court documents
- Performed client intake interviews and investigation of material fact issues

**2004-2005**                      **Brown, Winick & Graves, P.L.C.**                      **Des Moines, IA**  
**Government Affairs Practice Group Intern**

- Assisted in firm representation of clients at state government legislative level
- Monitored and reported on legislative activity
- Developed general understanding of legislative process

## **EDUCATION & PROFESSIONAL DEVELOPMENT**

**2014-2015**                      **Association of Business & Industry Leadership Iowa Program**                      **Des Moines, IA**  
*\*Completion May 2015*

- Gained enhanced awareness of economic and social issues impacting all segments of Iowa's population
- Developed a refined understanding of future leadership need for Iowa
- Continual refinement of communication, presentation, and other soft skills sets

**2010-2012**                      **University of Iowa, Tippie School of Management, MBA PM Program**                      **Des Moines, IA**

- Masters of Business Administration, conferred December 2012
- Participant in 2012 GLO Study Abroad (Germany)

**2005-2008**                      **Ave Maria School of Law**                      **Naples, FL**

- Doctorate of Jurisprudence, conferred May 2008
- Secretary, Military Law Society

**2001-2005**                      **Central College**                      **Pella, IA**

- Bachelors of the Arts in Social Science, conferred May 2005
- Appointed student member of College Board of Trustees 2004-2005 term

## **OTHER SKILLS & ATTRIBUTES**

- Excellent written and verbal communication skills
- Able to work effectively and efficiently in high stress environments
- Objective oriented and focused, and enjoys working in a team setting

## **SPEAKING ENGAGEMENTS AND ARTICLES**

**June 2014**                      **Insurance Accounting Systems Association (IASA)**                      **Indianapolis, IN**  
**2014 Educational Conference & Business Show**

- Panel presenter, CFO Roundtable, Analytics and Cost Management

**May 2014**                      **National Association of Mutual Insurance Companies (NAMIC)**                      **Kansas City, MO**  
**2014 Leadership Summit**

- Session presenter, Five Key Concepts to Build a Competitive Workforce

**Spring 2014**                      **NAMIC "IN Magazine"**                      **PUBLICATION**

- Guest contributor, "Leading Your Business To Success, Three Ideas That Should Not Be Ignored"

**November 2013**                      **Iowa Mutual Insurance Association Annual Meeting (MIAI)**                      **Des Moines, IA**

- Panel presenter, Human Resource Compliance and Employment Law

**October 2013**                      **Young Non-Profit Professionals Network (Des Moines Chapter)**                      **Des Moines, IA**

- Guest presenter, Iowa Non-Profit Incorporation Law and Business Planning

## **COMMUNITY INVOLVEMENT**

<b>2013-Current</b>	<b>Rider Club Youth Football</b>	<b>Des Moines, IA</b>
	<ul style="list-style-type: none"><li>• Chairman of RCF golf outing</li><li>• Seventh grade football coaching staff member (2014)</li><li>• Fifth &amp; sixth grade coaching staff member (2013)</li><li>• Assisted in planning and execution of strategic initiatives to both increase participation in served neighborhoods and continually improve alignment with local need</li></ul>	
<b>2009-2013</b>	<b>Iowa Jobs for Americas Graduates</b>	<b>Des Moines, IA</b>
	<ul style="list-style-type: none"><li>• Chairman of Board from July 2012 to January 2013</li><li>• Chairman of Board Development Committee</li><li>• Routinely met with and advocated on behalf of students benefiting from high school dropout prevention services</li></ul>	
<b>2012-Current</b>	<b>Central College Economics, Accounting And Management Alumni Advisory Council</b>	<b>Pella, IA</b>
	<ul style="list-style-type: none"><li>• Provided input and assistance in design and revision of core business curriculum for undergraduate level business program</li><li>• Gained exposure to more in depth understanding of needs in current higher education and labor market</li></ul>	
<b>2011-2014</b>	<b>Ave Maria School of Law Dean's Alumni Advisory Council</b>	<b>Naples, FL</b>
	<ul style="list-style-type: none"><li>• Served as regional representative of school for recruitment purposes</li></ul>	
<b>2009-2010</b>	<b>Wounded Heroes Run</b>	<b>West Des Moines, IA</b>
	<ul style="list-style-type: none"><li>• Race Director 2009 &amp; 2010</li><li>• Generated \$15,000 in charitable contributions for Wounded Warrior Project</li></ul>	
<b>2008-2009</b>	<b>Waukee Youth Football</b>	<b>Waukee, IA</b>
	<ul style="list-style-type: none"><li>• Served as head coach for sixth and seventh grade football team</li></ul>	
<b>2007</b>	<b>Spiritus Sanctus Academy</b>	<b>Ann Arbor, MI</b>
	<ul style="list-style-type: none"><li>• Served as head football coach for seventh and eighth football program</li><li>• Coordinated and directed football operations for 2007 season with school administration and parents</li></ul>	

## **BAR ADMISSIONS**

<b>2008</b>	<b>Admitted to Iowa Bar</b>	<b>Des Moines, IA</b>
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