ENTERPRISE RISK & CAPTIVE INSURANCE CONSULTANT . EMERITUS ASSOCIATE PROFESSOR · BOARD ADVISOR · **EXPERT WITNESS · KEYNOTE SPEAKER**

With over 40 years bridging boardrooms, classrooms, and consultancies, Michael brings legal, financial, and operational clarity to complex risk challenges. Michael is focused on board service, high-impact consulting, and contributing to conversations shaping the future of risk and resilience.

mmzuckerman@comcast.net



BOARD & CONSULTING ROLES

BOARD & ADVISORY SERVICE

PRESENT

- Founder & Principal, MMZ Consulting LLC (2012 to present)
- Director, Educational & Institutional Insurance Administrators (EIIA) (2022 to present)
- Director, American Veterinary Medical Association Trust (AVMA Trust) (AVMA LIFE & AVMA PLIT) (2024 to present)
- Director/Advisor, Fair Share Insurance / Promethean Risk Solutions (2023 to present)

ACADEMIC ROLES & PUBLICATIONS

1997-2000 & **TEMPLE UNIVERSITY** 2012-2025 **FOX SCHOOL OF BUSINESS**

- Emeritus Associate Professor of Instruction, Risk, Acturarial Science, Healthcare Management, and Legal **Studies**
- · Academic Director, Center for Risk, Resilience, and Sustainability
- Creator of the Fox ERM Conference
- Led MBA ERM concentration and taught internationally in France and Colombia

CONTRIBUTIONS TO THE FIELD

- Captive Insurance Times, URMIA Journal, Journal of Reinsurance, Healthcare Risk Management, Security Journal
- Coauthor: ASHRM Risk Management Handbook Chapters; Essays on Captive Strategy, ESG, D&O, Managed Care Risk

EDUCATION & LEADERSHIP ROLES

1977-1985 **DEGREES & CREDENTIALS**

- J.D., UIC Law (Formerly The John Marshall Law School)
- M.B.A., Risk Management, Temple University
- B.B.A., Accounting, Temple University

LEADERSHIP ROLES 1987-2012

- Managing Director, Aon Risk Services
- Senior VP, Willis
- Vice President, Marsh (formerly Johnson & Higgins)
- Associate VP for Risk, Thomas Jefferson University (launched and ran university captive)

CERTIFICATIONS, BOARD SERVICE & AWARDS

ACCREDITATIONS & LICENSES

- Licensed Attorney Pennsylvania
- Licensed Property & Casualty Broker PA
- Associate in Captive Insurance (ACI), ICCIE

PROFESSIONAL AFFILIATIONS

- ICCIE (ACI Fellow)
- Captive Insurance Companies Association (CICA)
- Vermont Captive Insurance Association (VCIA)
- Risk and Insurance Management Society (RIMS)
- American Society for Healthcare Risk Management (ASHRM)
- National Association of Corporate Directors (NACD)

HONORS (SELECTED)

- Captive Review Hall of Fame (2021)
- Vermont Captive Insurance Industry Service Award (2020)
- Gamma lota Sigma Outstanding Teacher Awards (multiple years)
- H. Wayne Snider Distinguished Alumni Award, Temple University (2010)
- Outstanding Educator Insurance Society of Philadelphia (2010)
- RISK&INSURANCE Power Broker Finalist Healthcare & Life Sciences

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PROFESSIONAL EXPERICNE

EDUCATIONAL & INSTITUTIONAL INSURANCE ADMINISTRATORS, INC (EIIA) **JANUARY 2022 TO PRESENT**

Independent Director for EIIA, EIIA Risk Management Foundation, College Insurance Company & College Risk Retention Group, Inc. as of January 2022 - present.

AMERICAN VETERINARY MEDICAL ASSOCIATION TRUST (AVMA TRUST)

Independent Director as of November 2024 to present.

FAIR SHARE INSURANCE COMPANY/PROMETHEAN RISK SOLUTIONS

Director/Advisor as of July 2022 to present

TEMPLE UNIVERSITY FOX SCHOOL OF BUSINESS, AUGUST2012 TO PRESENT

- Academic Director, Center for Risk, Resilience, and Sustainability, January 2024 to present
- Associate Professor of Instruction for Risk, Insurance and Healthcare Management; Academic Director for the MBA Concentration in Enterprise Risk Management and Enterprise Risk Management (ERM) Programs
 - o Courses: Managing Risk Across the Enterprise (RMI W4597) (writing intensive undergraduate RMI Property and Liability Track capstone course), Risk Financing RMI 3505, and Enterprise Risk Management (RMI 5501 PMBA and RMI 5801 EMBA)
 - o ERM Courses: Enterprise Risk Management (RMI 5801) in the Executive MBA program, RMI 5501 in the Part-time MBA program, and RMI 5301 Enterprise Risk Management in the Global MBA Program. ERM course taught in the Executive MBA program:
 - RMI 5801 Enterprise Risk Management taught at Pontificia Universidad Javeriana. Cali and Bogota Colombia in 2015 - 2019
 - RMI 5801 Enterprise Risk Management taught at Ecoles des Ponts Business School. Paris, France in Fall 2017
 - RMI 5801 Enterprise Risk management taught in Philadelphia, November 2021
 - Practice and writing focus: Global Corporate Risk Management, Designing Alternative Risk Financing/Transfer including Captive Insurance Company Best Practices, and the role of captive insurance programs in developing and driving Enterprise Risk Management
 - o Current Service:
 - Academic Director for the ERM MBA Concentration and Executive Education
 - Fox School Risk, Insurance, and Healthcare Management (RIHM) Annual Enterprise Risk Management Conference (May 15th, 2018, and May 21st, 2019). The May 14th, 2020, ERM Conference was postponed to November 19th, 2020, because of the COVID-19 Pandemic. The following grants and gifts were obtained to support the development of these conferences.
 - Spencer Educational Foundation Grant (2017) \$15,000
 - Delaware Valley Risk Management and Insurance Society Gift to support the conference (2018) \$5,000
 - Spencer Educational Foundation Grant (2019) \$25,000
 - Delaware Valley Risk Management and Insurance Society Gift to support the conference (2019) \$5,000
 - Spencer Educational Foundation Grant (2020) \$35,000
 - Delaware Valley Risk Management and Insurance Society Gift to support the conference (2020) \$5,000
 - o RALS Department Committees: Actuarial Science Placement; Culture, Inclusion and Diversity; and Communication and Website
 - o RMI W4597 Managing Risk Across the Enterprise Semi-Annual Case Competition
 - o Continuing Insurance and Legal Education courses taught: Captive Management, Enterprise Risk Management, and Dynamic Risk Analysis
 - Fox School of Business CASBM Faculty Engagement Committee

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PROFESSIONAL EXPERICNE (CONTINUED)

MMZ CONSULTING LLC, INDEPENDENT RISK MANAGEMENT AND INSURANCE CONSULTANT, AUGUST 2012 TO PRESENT

Available for the Following Consulting and Independent Director Positions:

- Independent Director for Insurance Companies and Captive Insurance Companies
- Designing Advanced Alternative Risk Financing Programs
- Expert witness Insurance Brokerage, Risk Management, and Risk Financing
- Development and implementation of best practices for the operation of captive insurance companies and RRG's
- Mergers and Acquisitions Risk Management and Insurance Due Diligence
- Internal Risk Management Best Practices
- Property and Casualty Coverage Gap Analysis
- Risk Management Third Party Administrator, and Insurance Brokerage RFP/Selection management

AON RISK SERVICES, MAY 2000 TO SEPTEMBER 2012*

Managing Director

- Northeast Regional Health Care Practice Leader and Aon National Healthcare Industry Group Alternative Risk Financing (ART) Practice (property and liability focus)
- Northeast Regional Health Care Practice Leader
 - Responsible for developing best practices and leading the health care industry practice inthe Northeast United States
- Led the Healthcare Industry Group's ART Practice
 - Prepared ART feasibility studies; consulted on the formation and operation of self- insured trusts, captive insurance companies, and Risk Retention Groups; and audited/evaluated existing ART programs
- Account Executive
 - Responsible for providing risk management/financing consulting for healthcare and pharmaceutical clients using both commercial insurance and alternative risk financing vehicles
- Education leader for the Aon Healthcare Industry Practice and ART consulting practice
 - o Coordinated education and professional development programs for members of Aon's Healthcare Industry Group
 - o Developed and taught Medical Malpractice and Alternative Risk Financing courses for Aon staff
 - Organized and led monthly risk management education program for the Aon Healthcare Industry Practice for the professional development and continuing education of Aon staff withinthe Aon Healthcare Industry Practice
 - Organized and led bi-weekly calls for the Health Care ART practice group including brokers, analytics, captive management, and consulting
 - o Developed Captive Management course for the Insurance Society of Philadelphia
 - Developed Introduction to Enterprise Risk Management course for the Insurance Society of Philadelphia
- *Brief tenure at TempleUniversity Health System June 2004 April 2005

TEMPLE UNIVERSITY FOX SCHOOL OF BUSINESS, 1987-2012 (PRIOR POSITIONS)

- Assistant Professor (Dean's Appointment) and Director of Risk Management and Insurance Certificate Program, and Industrial Relations (1997–2000)
 - Taught Risk Management and Insurance Courses full-time; designed the "Managing Risks" course for the International MBA program; planned the capstone course "Global Corporate Risk Management" for undergraduate majors, and designed the Health Care Risk Management course for the Health Care Administration's MBA curriculum
 - o Developed the Risk Manager in Residence Program with RIMS
 - Developed a Certificate Program for Marsh's Client Executive training program in Philadelphia; and taught several subjects regarding the legal aspects of risk management and consulting on alternative risk financing
- Adjunct Professor (1987–1997 and 2000–2012)

MARSH, INC., 1985 - 1987 AND 1995-1997 (JOHNSON AND HIGGINS LEGACY)

- Vice President and Co-Manager of the Health Care Industry Group and Client Manager
- Captive insurance company consulting and development of global products and clinical trial liability insurance programs for medical deviceand biotechnology firms
- Prior experience with Johnson and Higgins as a Casualty Insurance Broker and Alternative RiskFinancing specialist (three years)

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PROFESSIONAL EXPERICNE (CONTINUED)

WILLIS, 1993-1995

- Senior Vice President and Manager of the Health Care Industry Group and theIntegrated Management Services Group (Risk Control Consulting)
 - Managed and organized Integrated Management Services (Claims Management and Loss Prevention Services)converting it from a supplementary service to a separate profit center
 - Client Management including Global Property and Liability Programdevelopment for Pharmaceuticals,
 General Casualty Brokering, and Risk Control
 - o PhiladelphiaHealth Care IndustryPractice Leader (P&CCoverage)

THOMAS JEFFERSONUNIVERSITY, 1987-1993

- Associate Vice President for Risk Management and Insurance
 - o Chief Operating Officer for the Walnut Assurance Company, the University's owned insurance subsidiary
 - Developed the University's wholly-owned insurance subsidiary Walnut Assurance Co. Ltd from feasibility study through implementation and operation
 - Coordinated Liability Claims Management Committees that oversaw the claims management, litigation process including reserving and excess reporting
 - Managed the self-insured self-administered Workers' Compensation Program including development of cost containment programs
 - Developed and managed inter-departmental risk management committees with University Security,
 Environmental Health and Safety, Hospital Clinical Risk Management, and the Workers' Compensation Clinic to review incident reports, claims causal factors, and other issues and projects related to managing human capital risk

EDUCATION

MASTER IN BUSINESS ADMINISTRATION

Temple University – Philadelphia

- MBA earned with Concentration in Risk Management and Insurance 1985
- Independent Study: Analysis of the Financial Structure of the American Paper Institute's (API) Association Captive Insurance Company, Paper presented to the API at the 1984 RIMS Conference in New York, NY, Spring 1984
- Graduate Assistant for the Department of Risk and Insurance Management (1983-84)

JURIS DOCTOR

UIC Law formerly The John Marshall Law School - Chicago

- JD earned January 1982
- Class rank: Top 25 percent
- Moot Court Competition Semifinalist
- Intern for Risk Management Services of Marsh, Inc while in law school (two years)
- Student Clerkship, The Honorable Thomas McMillen, Federal District Court for the ND of Ill

TEMPLE UNIVERSITY - PHILADELPHIA

Temple University – Philadelphia

- BBA earned with Major Accounting 1977
- Internship with Girard Bank (now Melon Bank)
- Beta Alpha Psi -Honorary Accounting Fraternity
- Resident Assistant Johnson Hall for two years. (1975-1977)

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ACTIVE PROFESSIONAL LICENSES/DESIGNATIONS

- Associate in Captive Insurance (ACI) issued by the International Center for Captive Insurance Education (ICCIE)
- Licensed Commonwealth of Pennsylvania Property and Liability Insurance Broker
- Admitted to practice law in the Commonwealth of Pennsylvania since 1983

FORMER BOARD AND ADVISORY MEMBERSHIPS/PROFESSIONAL DESIGNATIONS:

- Former Director and Board Chair, Families Forward Philadelphia (1996–2024)
- Former Strategic & Enterprise Risk Management Council, RIMS (2019–2022)
- Former Director and Curriculum Chair, ICCIE (2015-2019)
- International Center for Captive Insurance Education, 2014 to 2019.
 - o Chair, Curriculum Committee 2015 -2019
 - Strategic Planning Committee 2015 -2019
- Captive Insurance Company Association, 2018 2024
 - Developed International Student Essay Contest
 - o Next Gen Committee 2020 present
- Families Forward Philadelphia (Travelers Aid Philadelphia/Families in Transition), 1996 to 2012, and 2014 to 2024
 - o Board Chair, 2017 2018
 - o Chair. Audit Committee 2016 -2019
 - o Governance Committee 2019 2024
 - o Risk Management Committee 2021 2024
- Advisory Panel for the Journal of Reinsurance published by the Intermediaries & Reinsurance Underwriters Association (IRUA), 2016 to 2022
- Risk Management and Insurance Council, September 2018 to present (now affiliated with TempleUniversity Fox Schoolof Business)
- Risk and Insurance Management Society Strategic and Enterprise Risk Management Council 2019 2022

PROFESSIONAL ASSOCIATIONS INCLUDE

- International Center for Captive Insurance Education (ICCIE) ACI Alumni since February 5th, 2015, and Fellow as of August 2019
- Captive Insurance Company Association (CICA)
- National Association of Corporate Directors (NACD)
- American Society for Healthcare Risk Management (ASHRM)
- Risk and Insurance Management Society (RIMS)
- Vermont Captive InsuranceAssociation (VCIA)
- Risk and Insurance Council

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ACTIVE PROFESSIONAL LICENSES/DESIGNATIONS (CONTINUED)

AWARDS

- 1990 Business Insurance Risk Management Honor Roll
- 1994 Willis Outstanding Producer Award
- 1997 Risk and Insurance Management Society's Annual Conference—one of the ten sessions selected by the Risk Management Editorial Advisory Board for inclusion in the 1997 RIMS Annual Conference Proceedings, "Defining Moments in Risk Management."
- 2007 Aon Excellence Roundtable
- 2009 RISK&INSURANCE Power Broker Finalist-Life Sciences
- 2010 RISK&INSURANCE Power Broker Finalist-Healthcare
- 2010 Outstanding EducatorAward from the InsuranceSociety of Philadelphia
- 2010 H. Wayne Snider Distinguished Alumni Award from Temple University's Fox School of Business and Management
- 2017 "Faculty of the Year" honors for teaching in the Temple University Fox School of Business Master of Science Actuarial Science program (RMI 5104 Managing Property and Liability Risk)
- 2016-17 Gamma lota Sigma, Sigma Chapter Outstanding Teacher Award, Temple University Fox School of Business
- 2019 Fellow in Captive Insurance awarded by the International Centerfor Captive Insurance Education
- 2020 Vermont Captive Insurance Company Captive Insurance Industry Service Award
- 2021 Captive Review Hall of Fame Captive Review's "Hall of Fame ... was a way to celebrate the most influential individuals who have contributed to the industry [privately owned captive insurance subsidiaries] for decades and without who the industry would not be where it is today."
- 2021-22 Gamma lota Sigma, Sigma Chapter Outstanding Teacher Award, Temple University Fox school of Business

SPEAKING\WRITING\PROFESSIONAL ASSOCIATIONS

I am a frequent speakeron various risk management and insurance issues. The most recent are:

- April 21st, 2020, panel member for the Captive Review Virtual Symposium Webinar with Dominic Wheatley, CEO of We Are Guernsey, Pete Kranz, Executive Managing Director and Captive Practice Leader, Beecher Carlson. How to use your Captive to Reduce the Cost of Risk.
- June 9th, 2020, panelist for the, The CPCU Society webinar with Jana Utter, Vice President, Enterprise Risk Management, Centene Corp., and Suzanne Christensen, CRO Invesco, LLC. ERM in an ESG World.
- July 9th, 2020, I participated as a speaker with Mikhail Raybshteyn, Partner, EY for the U.S. Captive Summit. Captive 101: Carrying out Feasibility and Utilizing Your Captive Insurance Company. See: https://www.captivesummitus.com/agenda
- April 8th, 2021, I participated as a speaker with Heather McClure, Chief Risk Officer, OU Health, and Theresa Carpenter, Senior Consultant, Hylant Global Captive Solutions for the Captive Insurance Company Association, 2021 Digital Education Series. Captive 101 – Understanding Captive Basics. See: CICA 2021 Digital Education Series Available Now | CICA (cicaworld.com)
- April 28th, 2021, I participated as moderator and speaker with Robert Hirth, Senior Managing Director, Protiviti and Co-Vice Chair, SASB, Jana Utter, Vice President of ERM at Centene, and Suzanne Christensen, Chief Risk Officer for Invesco, for the RIMS Annual Virtual Conference 2021. Your New Challenge: Environmental, Social and Governance Reporting & Risks.
- March 7th, 2022, I participated as a speaker with Prabal Lakhanpal from Spring Consulting and Joshua Clark from the Tennessee Insurance Department at the Captive Insurance Company Association (CICA) 2022 Conference. CICA NextGen, about the efforts and challenges of recruiting the next generation of captive insurance company professionals.

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SPEAKING\WRITING\PROFESSIONAL ASSOCIATIONS (CONTINUED)

- September 20th, 2022, I produced and moderated a panel for the Insurance Society of Philadelphia I-Day, Captive Insurance in the 21st Century - ERM Tool & Driver. The panelists included Anne Marie Towle, Global Captive Solutions Leader, Hylant, and Adam Roffman, Vice President of Risk Management, Toll Bros
- April 18th, 2023, I produced and moderated a panel for the CPCU Society of New York on the Intersection of Enterprise Risk Management (ERM) and Environment, Social, and Governance (ESG). The panelists included Chief Risk Officers from Centene, American Agricultural Insurance Company, and Franklin Templeton Investments.
- August 10th, 2023, I produced and moderated a panel for the 2023 Vermont Captive Insurance Association Conference on Strategic Review: Assessing the Operational and Value Contribution of Your Captive. The panelists included Elizabeth Steinman, Managing Director – Risk Finance and Captive Consulting, Aon, Cindy Holmes, VP, Pension Investments and Insurance & Claims, Kroger Co., and Michael C, O'Malley, Managing Director, Strategic Risk Solutions
- April 19, 2024, Keynote Speaker for the Gamma lota Sigma, Sigma Chapter, annual awards dinner.
- February 10th, 2025, GCP #117 Podcast for Captive Intelligence on Risk Financing Education and the State of the Captive Insurance Market.
- May 25, 2025, Episode 5 of the RBWS Podcast on "Culture Eats Strategy for Breakfast."

Published various risk management practice articles and chapters for several Risk Management textbooks:

- Understanding Claims-made Coverage: How It Differs from Occurrence Coverage, Chapter 13, pp. 167 184 in The Essentials of Hospital Risk Management textbook edited by Barbara Youngberg of the University Hospital Consortium, Inc. and published by Aspen Publishing Company, Rockville, Maryland in 1990.
- Coauthored The Feasible Team A Key Ingredient for a Successful Formation of a Captive Insurer with M. Moshe Porat, Ph.D. Dean, Temple University Fox School of Business, Risk Management, September 1990, pp. 42 – 56.
- Physicians Professional Liability, a chapter in The Critical Issues Shaping Medical Practice: A Physician
 Resource edited by Barbara Youngberg of the University Hospital Consortium, Inc. and published by Aspen
 Publishing Company, January 1994.
- Managing Directors' and Officers' Liability Claims: Do You Know How Your Coverage Works, URMIA Journal, September 1994, pp. 18 – 25.
- Insurance Products to Minimize the Financial Risks of Managed Care chapter for Managing Risks of Managed Care edited by Barbara Youngberg of the University Health Consortium, Inc. and published by Aspen Publishers Inc., 1996.
- Managing Technology Risk: Freedom from Fear, URMIA Journal, September 1996, pp. 18 -25.
- Coauthored Managing Directors and Officers Liability Claims: Do You Know How Your Coverage Works with Kim Hogrefe, J.D. Executive Vice President, Chubb's Worldwide Management Liability Claims, RIMS Annual Conference Proceedings: Defining Moments in Risk Management (1997). (Revision and update of Zuckerman 1994 URMIA Article), pp. 25 – 39. Published by the Risk Management Society Publishing Inc.
- Invited Paper: Moving towards a holistic approach to risk management education—teaching business security management, Elsevier Security Journal 11 (December 1998), pp. 81–89.
- Risk Mapping chapter for American Society of Healthcare Risk Management's Risk Management Handbook for Healthcare Organizations, 5th edition (2006), published by Jossey Bass.
- Coauthored Chapter 1, Volume 1, Basics of Enterprise Risk Management in Health Care with Roberta Carroll, Series Editor, and Gisele A. Norris, Ph.D., for American Society of Healthcare Risk Management's Risk Management Handbook for Healthcare Organizations, 6th edition (2010), published by Jossey Bass.
- Understanding Large Deductible Policies and Captives, Part One, Healthcare Risk Management, published by AHCMedia now Relias Media, January 2015.

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SPEAKING\WRITING\PROFESSIONAL ASSOCIATIONS (CONTINUED)

- Understanding Large Deductible Policies and Captives, Part Two, Healthcare Risk Management, published by AHCMedia now Relias Media, February 2015.
- Blau, G., Halbert, T., Atwater, C., Kershner, R., Zuckerman, M. Correlates of Student Bachelor of Business Administration Satisfaction and School Reputation Influencing Perceived Market Value. Journal of Education for Business. 2016, Vol. 91, No. 4, 179 – 184.
- Blau, G., Hill, T., Halbert, T., Snell, C., Atwater, C., Kershner, R., Zuckerman, M. Correlates of graduating with a full-time Job versus a full-time job consistent with major. The College Student Journal. Fall2016, Vol. 50, No. 3, 355 360.
- Blau, G., Hill, T., Snell, C., Atwater, C. Halbert, T., & Zuckerman, M. Testing the relationship of gender and business behaviors and expected employment. Journal of Education for Business. 2016, Vol. 91, No. 5, 274 – 279.
- Can a captive \$ave us from ourselves? Captive Insurance Times, pp. 28 -29, Volume 117, March 2017.
- The Value of a Risk Management Centric Captive Insurance Company, Healthcare Risk Management, Vol. 39, No. 5, May 2017, pp. published by AHC Media, now Relias Media.
- Journal of Reinsurance Practice Article: Zuckerman, J.D., M.B.A., A.C.I., M. Michael, and Wolfgang, Amanda, Temple University Actuarial Student, Enterprise Risk Management, Mergers and Acquisitions, and the Future of Loss Portfolio Transfers, Journal of Reinsurance, Vol 24, No. 2, 2017, pp. 16 19, published by Intermediaries and Reinsurance Underwriters Association (IRUA).
- The Case for a Captive Insurance Company Independent Board Director, Captive Insurance Times, Volume 128, August 2017, pp. 26 -27.
- Journal of Reinsurance Practice Article: Zuckerman, J.D., M.B.A., A.C.I., M. Michael, Enterprise Risk Management: Captive Insurance, Reinsurance, and Driving Stakeholder Value, Journal of Reinsurance, Vol 25, No. 2, 2018, published by Intermediaries and Reinsurance Underwriters Association (IRUA), August 2018, pp. 9-14.
- Featured Article on the Captive International Website: Zuckerman, J.D., M.B.A., A.C.I., M. Michael, The
 Future of Uncertainty, published by Captive International at
 https://www.captiveinternational.com/contributed-article/the-future-of-uncertainty-captives-and-erm,
 November 12th, 2019.
- Featured Article on the Captive International Website: Zuckerman, J.D., M.B.A., A.C.I., M. Michael, Getting Creative with Risk Management, Put Captives Front and Center, published by Captive International, April 19, 2020
- The Climate is Right, Captive Insurance Times, pp. 20 22, Volume 200, June 2020.
- The Keystone, Captive Insurance Times, pp. 16 18, Volume 206, September 2020.
- Featured Article on the Captive International Website: Zuckerman, J.D., M.B.A., A.C.I., Seeking Risk Management Equilibrium in a VUCA World, Seeking risk management equilibrium in a VUCA world (captiveinternational.com), January 5th, 2021.
- Be a Part of The Future, Captive International Career Focus 2021 Special Edition, pp. 24, November 2021. Be a part of the future - Captives Career Focus 2021 (Newton Media foleon.com)