

**Biography of Speakers  
Retiree Benefits Survey**

**Tuesday, December 14, 2004**

**DREW E. ALTMAN, Ph.D.**

Drew E. Altman is President and Chief Executive Officer of the Henry J. Kaiser Family Foundation. The Kaiser Family Foundation is a non-profit, private operating foundation. It develops and runs its own research and communications programs, often in partnership with outside organizations. The Foundation is not associated with Kaiser Permanente or Kaiser Industries. One of the nation's largest private foundations devoted to health, the Foundation is a leading independent voice and source of research and information on health care in the United States. Since 1987, the Foundation has also operated a major program supporting efforts to develop a more equitable health system in South Africa. In 1991, Dr. Altman directed a complete overhaul of the Foundation's mission and operating style, leading to the Foundation's standing today as a leader in health policy and communications. Dr. Altman is a former Commissioner of the Department of Human Services for the state of New Jersey under Governor Tom Kean (1986-1989). Prior to joining the Foundation in 1990, Dr. Altman was director of the Health and Human Services program at the Pew Charitable Trusts. He was a vice president of the Robert Wood Johnson Foundation from 1981 to 1986, and served in a senior position in the Health Care Financing Administration in the Carter administration. Dr. Altman received his Ph.D. in political science from the Massachusetts Institute of Technology, where he taught graduate courses in public policy. He did his post-doctoral work at the Harvard School of Public Health before moving on to public service. Dr. Altman is a member of the Institute of Medicine and the American Academy of Arts and Sciences. He is a leading expert on national health policy and publishes and speaks widely on health issues.

**FRANK McARDLE**

Frank McArdle manages Hewitt's Washington, D.C. Research Office and is a member of the Hewitt Leadership Group. Frank consults with large employers on issues and developments in public policy and in the marketplace that directly or indirectly influence the design, costs and administration of their benefit programs. Prior to joining Hewitt, Frank was Director of Education and Communications at the Employee Benefit Research Institute (EBRI). Preceding that position, Frank was a professional staff member at the U.S. Senate, Special Committee on Aging. Previously, he held several positions with the U.S. Social Security Administration, among them, as a Special Assistant to the Commissioner of Social Security. Frank is the lead author of six reports for The Henry J. Kaiser Family Foundation on trends in retiree health benefits and their interactions with potential Medicare reforms. Frank has had many of his articles and papers published in *Health Affairs* and elsewhere and he serves as a Hewitt resource for the media. He is also

the lead health policy consultant for the Corporate Health Care Coalition, a group of very large companies interested in proactive efforts on health policy. Frank participates on the Coordinating Committee of the Centers for Medicare and Medicaid Services, National Medicare Education Program. He has ongoing discussions with congressional and administration staff and has been invited to testify before key congressional committees and the National Bipartisan Commission on the Future of Medicare. Frank was a congressionally appointed delegate to the 2002 National Summit on Retirement Savings and is a member of the National Academy of Social Insurance. He has a Ph.D. from the University of Virginia, and received his B.A. from Fordham University. Frank was a Woodrow Wilson Fellow and a Fulbright Scholar.

**TRICIA NEUMAN, Sc.D.**

Tricia Neuman is a vice president of the Henry J. Kaiser Family Foundation and is Director of the foundation's Medicare Policy Project. She is also an adjunct Associate Professor in the Department of Health Policy and Management at the School of Hygiene and Public Health of the Johns Hopkins University. Dr. Neuman is widely regarded as an expert on Medicare policy issues. She has published numerous articles on topics related to health coverage and financing for the Medicare population, and has been invited several times to present expert testimony before Congressional Committees. Before joining the Foundation in 1995, Dr. Neuman served for six years on the professional staff of the Ways and Means Subcommittee on Health in the U.S. House of Representatives, and for three years on the staff of the U.S. Senate Special Committee on Aging working on health and long-term care issues. Dr. Neuman received a Doctorate of Science degree in health policy and management and a Masters of Science degree in health finance and management from the Johns Hopkins School of Public Health in Baltimore, Maryland. She received her Bachelor's degree from Wesleyan University in Middletown, Connecticut.