



**Anne Wilde, J.D.**  
Human Resources Legal Advisor & Leader

Anne B. Wilde is an experienced attorney and human resources professional who has advised employers on complex employment-related matters for over fifteen years. She has advised private and public employers from a spectrum of industries, a third-party benefit administrator and various plan sponsors of self-funded group health plans.

Anne's professional experience includes the following positions: Director, Human Resources and Compliance, Elks Rehab System; Senior Counsel, Idaho Power Company; Corporate Counsel, AmeriBen/IEC Group (a full-service employee benefits TPA); Director of Human Resources, The Idaho Statesman; Deputy Attorney General, Idaho Department of Labor; and, Attorney & Labor Relations Manager, Albertson's, Inc. She has taught Workplace Law and Healthcare Law at the University of Idaho, College of Law.

Anne attended the University of Idaho, receiving a B.S. in Finance in 1992 and a J.D. in 1995. Anne has received the Employee Benefits Certification from the Employee Benefits Institute of America (San Francisco, 2009), as well as the Advanced Certification from the Health Care Reform Conference (Los Angeles, 2010). Anne was a key presenter at the National Healthcare Reform Conference in Chicago in 2011 and served as curriculum co-chair for the same conference in Miami in 2012.

Anne is committed to contributing to her community. Anne is a member of The City Club of Boise, the Leadership Boise Alumni Association and Human Resources Association of Treasure Valley. She currently serves on the Board of Directors for Go Lead Idaho and Employers' Health Coalition of Idaho. In 2014, Anne was appointed by Governor Otter to be a member of the Idaho Healthcare Council. Anne has been recognized as a 2007 Tribute to Women in Industry (TWIN) Honoree and a 2012 Idaho Business Review Women of the Year Honoree.

## Mikel T. Gray

FSA, MAAA

Senior Consultant



### CURRENT RESPONSIBILITY

Mike leads Milliman's Northwest Health & Group Benefits practice. He joined the firm in 2013.

### EXPERIENCE

Mike has more than 30 years' experience in employee health and group benefits consulting, most recently with Mercer, where he held practice and regional leadership positions. He has served as manager and senior advisor to major employers in the Northwest, such as King County, Swedish Medical Center and the state of Oregon Public Employees' Benefit Board. Specific accomplishments include:

- Discussing and creating strategies for health care reform compliance
- Meeting with senior executives to help explain policy and environmental changes
- Negotiating and delivering plan renewals
- Representing major employers in an effort to increase price transparency to assist in employee engagement and delivery system improvement
- Creating financial incentives for wellness programs (outcome is typically 80%+ participation)
- Establishing stabilization reserve criteria that guide plan design decisions for a board made up of management and labor (outcome is that reserve levels have increased to higher levels and cost trends have plummeted)
- Assisting labor negotiations that place a cap on future employer costs (outcome created change in union perspective on plan design)
- Assisting employers in optimizing current benefit plan strategies and/or recommending revised strategies

### PROFESSIONAL DESIGNATIONS

- Fellow, Society of Actuaries
- Member, American Academy of Actuaries

### AFFILIATIONS

Member, Virginia Mason's Board of Governors

### EDUCATION

- BS, Mathematics and Economics, Portland State University





### **Shad Priest**

For the past 20 years, Shad has worked on insurance regulatory matters at the state and national levels. He is currently the Director of Government Affairs for Regence BlueShield of Idaho, a nonprofit state-wide health plan that is part of the Cambia Health Solutions family of companies, which includes health plans in Utah, Washington and Oregon. Before joining Regence, he served 11 years as the Deputy Director for the Idaho Department of Insurance, and prior to that he provided legal counsel to the insurance department as a deputy attorney general with the Idaho Attorney General's Office. In his current position and previously as Deputy Director for the Department of Insurance, Shad has been extensively involved in preparing for and implementing federal health reform. He holds a bachelor's degree in finance from Gonzaga University, and an MBA and a law degree from the University of Denver.



## **Michelle Hicks**

Michelle Hicks is a Director in the Engagement practice of Buck Consultants. With more than 15 years of experience, Michelle is involved in all aspects of consulting to enhance employee engagement. Her strengths include strategic planning to ensure communication and engagement initiatives align to business objectives, project management and writing. She is also responsible for overall client services and satisfaction.

Michelle works regularly with Buck practices nationwide to develop and deliver award-winning communication solutions across various mediums, including print and electronic. She helps organizations develop online, gaming, mobile and social

media strategies to target meaningful and relevant communication to employees and their family members.

Michelle is experienced in supporting all areas of human resources communication, including career development, compensation, health and wellness, onboarding, performance management, recruiting talent and retirement. Michelle supports her clients through various initiatives, including change management, divestitures, mergers and acquisitions, organizational restructuring, software implementations and more.

Before joining Buck, Michelle was the HR communication manager for Micron Technology, a FORTUNE 500 multinational semiconductor company. Prior to that, she was a broadcast journalist in commercial television and public radio. Michelle has been interviewed by *Workforce.com* and has articles published in *Benefits Quarterly* and *The Idaho Business Review*.

Michelle's communication work has been recognized for excellence by the International Association of Business Communicators, the Association of Marketing and Communication Professionals, Capital City Communicators and the Idaho Press Club.

Michelle and her family live in Boise, Idaho.