



## Employee Benefits—A Look to the Future

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John Cassell is the Senior Partner at Spring Consulting Group, LLC. He is responsible for the strategic focus of the group and for corporate development. John has over 20 years experience in the healthcare and financial services sector. He is a regular speaker at industry conferences, and has contributed articles and papers to a number of publications and journals. John is an associate of the Royal Society of Medicine. Previously, John was a partner in Watson Wyatt from 1997-2003. During this time, he set up and ran the employer healthcare consulting practice in the UK and headed healthcare industry consulting globally. Most recently he was Executive Vice President of Watson Wyatt's US Insurance and Financial services consulting practice.

Prior to Watson Wyatt, John was healthcare practice director at Sedgwick responsible for building their employer health consulting and health administration business in the UK. In 1995 he established a Group Strategic development function at Sedgwick which fulfilled the role of a worldwide strategic and organizational advisory group to the board. In 1994 John set up a new employer healthcare consulting practice for Noble Lowndes and partners, a major UK benefits consultancy. Prior to this he was managing director of Strategic Healthcare Associates (SHA), a leading UK healthcare consulting firm. His U.S. experience also includes six years with American Medical International where he was Vice President and Director of Development.