



How to Become a Finalist: Disability and Leave Administration Procurement

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Phil Lacy is a Senior Consultant and Regional Practice Leader for the Total Absence and Disability Practice at Towers Perrin.

Prior to joining Towers Perrin, Phil was Vice President and National Practice Leader for the integrated benefits practice within a major insurance company. Phil brings extensive experience in designing, building and implementing integrated absence and disability programs that focus on cost, employee satisfaction, employer ease and increased productivity. His background in underwriting and product development will provide clients with consulting expertise in pricing, plan and program design, vendor selection, and total cost analysis and program implementation.

Phil has over 25 years in the disability and life insurance industry serving in strategic roles in underwriting, product and market development, account management and marketing. He has been a featured speaker on disability and benefit integration issues for organizations like the National Business Group on Health, Financial Executives Institute and Integrated Benefits Institute. He has also served on the Board of Directors and executive committee of the Integrated Benefits Institute (IBI) a non-profit research organization that focuses on employee health and productivity issues. Phil currently serves as President of the board of the Group Underwriters Association of America (GUAA) and is past chairman of the GUAA Disability Committee. He is also a past member of the American Council on Life Insurance (ACLI) Disability Committee.

Phil received a Bachelor of Science degree in Finance from Southwest Missouri State University.