Joseph F. Hicks Jr., FCA, MAAA, MSPA, EA, QPA

Senior Vice President, Principal and Consulting Actuary
Keystone 74 Benefits and Administration
Plymouth Meeting, Pennsylvania

Joe is the co-owner of Keystone 74 Benefits and Administration. With over 25 years of experience with multiemployer plans, Joe holds the Fellow of the Conference of Consulting Actuaries (FCA), Member of the American Society of Pension Actuaries (MSPA), Enrolled Actuary (EA), Member of the American Academy of Actuaries (MAAA) and Qualified Pension Administrator (QPA) designations. As principal and consulting actuary, Joe consults and provides actuarial and administrative services to a number of clients, with a focus on multiemployer pension and health plans. His most recent assignments include asset/liability projections and retirement plan redesign studies. Joe specializes in the Pension Protection Act of 2006, Multiemployer Pension Protection Act of 2014, and American Rescue Plan Act of 2021 compliance. He also has experience in withdrawal liability calculations, review and funding strategies, and projections for multiemployer funds. Joe is chairperson of the American Academy of Actuaries Multiemployer Plans Subcommittee, a current member of the International Foundation Professionals Committee and a former member of the International Foundation Government Liaison Committee. He frequently presents at Enrolled Actuaries meetings, the Society of Actuaries events, the Conference of Consulting Actuaries and International Foundation conferences. Joe has also authored articles for the *Journal of Pension Benefits and Benefits Magazine*. He has also provided expert witness testimony on actuarial topics. Prior to starting Keystone 74 Benefits and Administration, Joe was the multiemployer practice leader for The Savitz Organization, which was acquired by CBIZ, Inc., in 2016. Previously, Joe was an assistant vice president for a national actuarial consulting firm, where his primary responsibilities included providing valuation and other actuarial consulting services as an account manager, actuary and consultant to a variety of clients. He was also the training director and a member of the National Valuation Report Task Force, where he oversaw the development of the proprietary pension valuation system.