

## **Richard S. Sych, FSA, FCA, EA, MAAA**

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Richard Sych, Senior Vice President, Retirement Services at USI Consulting Group (USICG), is a consulting actuary for the firm. Prior to joining USICG, Rich was President and Shareholder for Hooker & Holcombe (H&H), a full-service actuarial, retirement consulting, and institutional investment advisory firm. He spent nearly 25 years in leadership roles at H&H before it was acquired by USI Consulting Group in May 2023. Preceding that, he worked at a national actuarial firm for eight years where he consulted with Fortune 500 companies.

Rich has extensive experience with defined benefit plans, including cash balance plans. He specializes in benefit certification software design, retirement income studies, plan design strategies, M&A consulting, and glide path solutions for risk management and plan termination.

With more than 35 years in the retirement industry, his experience spans a multitude of industries including banking, construction, education, private equity, manufacturing, non-profits, professional services (i.e., accounting/law firms), medical practices, retail, technology, utilities, and municipalities.

Rich earned his undergraduate degree in Mathematics and his master's degree in Applied Mathematics from Rensselaer Polytechnic Institute. He is a Fellow of the Society of Actuaries (FSA), an Enrolled Actuary (EA), a Fellow of the Conference of Consulting Actuaries (FCA) and a Member of the American Academy of Actuaries (MAAA). His leadership and expertise have been called upon many times, featuring him as a speaker at CBIA Compensation & Benefits Conferences, CT Society of CPAs, Government Finance Officers Association (GFOA), and CFA Society Hartford industry events. In addition, he is a frequent speaker at various Webinars.

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### **Senior Vice President**

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