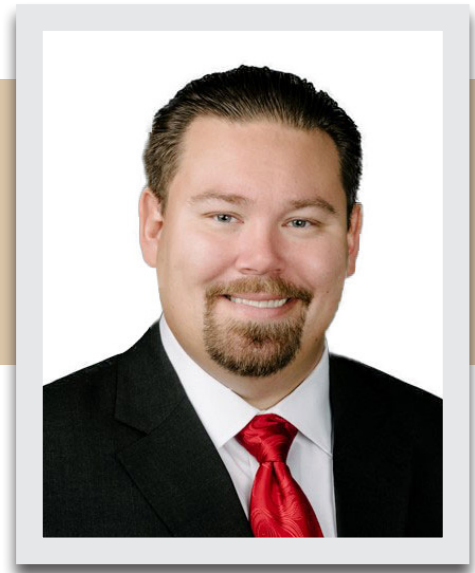


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Jim is a manager in the Retirement Plan Administration Department of Saltmarsh, Cleaveland and Gund. He has over 10 years of experience working with clients to design and implement retirement plans to maximize benefits. Jim specializes in compliance and consulting services of qualified plans, including plan corrections under IRS and DOL compliance resolution programs. Prior to joining Saltmarsh, Jim served as a pension analyst for a regional firm where he helped manage 200 active plans.

Education

Juris Doctor - Florida Coastal School of Law
Bachelor of Arts - Flagler College

Certifications

Enrolled Retirement Plan Agent (ERPA)
Qualified Pension Administrator (QPA)
Qualified 401(k) Administrator (QKA)

Professional Affiliations

American Society of Pension Professionals & Actuaries (ASPPA)
ASPPA Government Affairs Committee - DOL Subcommittee Chair
ASPPA Retirement Plan Academy - Ad-Hoc Volunteer
Tampa Bay Pension Council