

# LEADERS OF INFLUENCE — INSURANCE —

Orange County's Brokers of Excellence



**MARK ANELLI**  
*Morris & Garritano*



**CHRIS BARTLETT**  
*Marsh McLennan Agency*



**MICHAEL BIBEAU, CIC**  
*Trucordia*



**GLEN CARLSON**  
*McGriff*



**TIM CONARD**  
*McGriff*



**RONDA ECKHARDT**  
*McGriff*



**STEVE FISK, CIC, ARM, CRIS, CRM**  
*Marsh McLennan Agency*



**RITA GUILD**  
*Marsh McLennan Agency*



**ERIN HOEFER**  
*McGriff*



**STACY HUBBARD, MHA**  
*Marsh McLennan Agency*



**DOUGLAS KING, MBA**  
*McGriff*



**MARC PANNIER**  
*Marsh McLennan Agency*



**MARK ROSSKOPF**  
*McGriff*



**HEATHER VALTIER,  
CPCU, ARM, CRIS**  
*Trucordia*



**TEVYA WEINTAL, AAI**  
*Marsh McLennan Agency*

*Presented by*



## 2025 LEADERS OF INFLUENCE - INSURANCE

**MARK ANELLI**

SR. RISK ADVISOR, REGIONAL VP OF SOUTHERN CA, SHAREHOLDER

Mark Anelli was recruited to Morris & Garritano in 2008 and today serves as Senior Risk Advisor, Regional VP of Southern California, and Shareholder. With a career that blends deep technical expertise and personal client connection, Anelli is recognized for his ability to navigate complex insurance challenges with clarity and foresight.

As the leader of Morris & Garritano's Orange County presence, Anelli has built and continues to guide a thriving and growing team in Irvine. He is driven by a passion for developing meaningful relationships with clients, understanding the unique risks they face, and crafting solutions that safeguard both their businesses and their people. His leadership extends beyond business development—he is dedicated to cultivating a culture of collaboration, growth, and client-first service within the agency.

Before his insurance career, Anelli lived and worked in multiple U.S. cities while playing for the NFL, an experience that instilled in him the discipline and team-oriented mindset he carries into his professional and community roles today.

Anelli's community involvement includes fundraising with the National MS Society and coaching youth football with the Newport Beach Patriots. Above all, he considers his greatest role to be that of husband and father. He treasures time with his wife and three sons, whether around the dinner table, watching a film, or competing in family sports and games.

**CHRIS BARTLETT**

DIRECTOR OF SALES – OC & LA EMPLOYEE HEALTH & BENEFITS DIVISION

Chris Bartlett, as the Director of Sales for Marsh McLennan Agency's (MMA) Employee Health & Benefits Division, is a seasoned professional who joined the team in 2023. In his role, Bartlett assumes the pivotal responsibility of overseeing the sales team, focusing on growth strategies, producer development, fostering carrier partnerships, and enhancing industry knowledge. He collaborates with various teams within MMA to ensure the effective execution of sales initiatives, all while maintaining a strong commitment to placing the best interests of clients at the forefront.

Before embarking on his journey with MMA, Bartlett dedicated twelve years of production and sales leadership to other firms within the employee health and benefits space after beginning his career in insurance as an account coordinator on the property & casualty side. Bartlett's academic background is anchored in a bachelor's degree in business administration with a minor in Spanish, earned from Chapman University. Beyond his professional endeavors, Bartlett is a devoted family man, married with two young daughters. In his leisure time, he finds enjoyment in pursuits such as playing hockey, backpacking, and hunting.

Bartlett's extensive career and multi-faceted experiences illustrate his dedication to the insurance industry, making him a valuable asset and leader in the field of employee health and benefits.

**MICHAEL BIBEAU, CIC**

SOUTHERN CALIFORNIA SALES LEADER

Michael Bibeau is a seasoned insurance executive with over 17 years of experience driving growth, leading high-performing teams, and delivering strategic value across the commercial insurance landscape. His career began at Philadelphia Insurance Companies, where he marketed more than 130 niche insurance products, laying the foundation for his deep industry expertise.

He spent eight years at Allianz, earning three promotions and ultimately leading the West Coast sales team. His tenure there was marked by consistent performance, team development, and a strong focus on client relationships.

Bibeu later transitioned into the InsurTech space, taking on pivotal roles at Foresight Workers' Compensation and Cowbell Cyber. At both start-ups, he played a key role in scaling operations, expanding distribution channels, and strengthening broker and carrier partnerships. These experiences further honed his specialization in Workers' Compensation, Cyber Liability, and Financial Lines.

As the Southern California Sales Leader at Trucordia, he oversees sales strategy and execution across the region. His focus includes succession planning, strategic acquisitions, and building one of the most robust platforms for commercial insurance in Southern California.

A Certified Insurance Counselor (CIC) for over a decade, Bibeu is passionate about helping clients reduce risk, improve profitability, and protect their people and assets. Known for his relationship-first approach, he is committed to empowering his team, serving clients like family, and fostering long-term partnerships that drive mutual success.

**GLEN CARLSON**

SENIOR VICE PRESIDENT

Glen Carlson has been with McGriff since 2004 when he opened the firm's West Coast operations. His expertise is in developing partnerships with clients to understand their business operations and lower their total cost of risk. He focuses on understanding his clients' unique challenges—financial, operational, strategic, and hazard.

The 35-year risk management veteran has extensive experience with group captives and single-parent captives. He also specializes in analyzing insurance programs, identifying inconsistencies, and identifying potential coverage gaps. He then works closely with his clients to find the proper blend of traditional insurance, self-insurance, risk transfer, and retentions to meet the individual needs of each organization.

Carlson has served as a featured speaker at numerous industry events and has been published in several trade publications. He holds the Associate in Risk Management (ARM) and Certified Insurance Counselor (CIC) designations.

gcarlson@mcgriff.com (714) 941-2942  
www.linkedin.com/in/glen-carlson.91251812

**TIM CONARD**

VICE PRESIDENT, BUSINESS INSURANCE DIVISION

Based out of McGriff's Irvine office, Tim Conard has been with the firm since 2019, serving as Vice President in the Business Insurance division. He has more than 15 years of insurance industry experience, collaborating with clients to identify and mitigate risks inherent to their operations, and delivering solutions aimed at optimizing total cost of risk.

Conard began his career in consulting project management, where he worked alongside client executives on the development and implementation of corporate engagements in Strategy, HR, and ERP. Leveraging his foundation in consulting, he joined Aon in 2011, where he oversaw the placement of complex risk transfer solutions for domestic and international clients.

With McGriff, Conard and his experienced team focus intently on growth through consistent service and delivery. He and his team strive to earn their reputation as trusted advisors to the clients and community they serve by taking the time to understand their clients' risks, needs, and goals, and approaching their business challenges as opportunities to add value.

Conard earned his bachelor's degree in business management from Miami University (OH). He is a licensed California Property & Casualty and Life & Health agent and holds the Chartered Property Casualty Underwriter (CPCU) and Middle Market Risk Manager (MMRM) designations.

tconard@mcgriff.com  
www.linkedin.com/in/timconard/

**RONDA ECKHARDT**

SENIOR VICE PRESIDENT

Ronda Eckhardt is Senior Vice President of Consulting Services in McGriff's Employee Benefits department.

With more than 30 years of experience in employee benefits, Eckhardt is responsible for overall client management in a variety of industries including: pharmaceutical, retail, medical device, non-profit, manufacturing and engineering, etc. Many of her clients are family-owned.

Eckhardt started her career at McGriff, previously Precept, in 1997. She currently leads a team recognized at McGriff for delivering exceptional service, sound long-term financial management strategies and creative employee communications, all while qualifying for McGriff's prestigious Blue Triangle award annually. The Blue Triangle award is received by consultants who meet both their retention and new sales goals. Clients appreciate the tremendous value Ronda and her team provide, alleviating much of their workload via McGriff's internal benefits administration services and managing their benefit costs below trend.

Eckhardt is a licensed California Life and Health Property & Casualty agent. She earned her bachelor's degree in business administration from the University of Colorado Boulder. She serves as a mentor for future graduates of the Leeds School of Business at the University of Colorado and as vice president of the Orange County alumnae chapter of Alpha Chi Omega.





# Stronger businesses start with smarter risk strategies.

Leaders across all industries face economic uncertainty, workforce challenges, cybersecurity threats, and rapidly changing regulations. Marsh McLennan Agency (MMA) is here to help you navigate it all.

As a trusted partner to organizations throughout Orange County and beyond, MMA delivers industry-specific risk management, employee benefits, retirement, and insurance solutions tailored to your business goals—whether you're scaling up, streamlining operations, or safeguarding your future.

**Local insight. Dedicated service. Powerful partnership.**

**[MarshMMA.com](https://MarshMMA.com)**



**Your future is limitless.<sup>SM</sup>**

## 2025 LEADERS OF INFLUENCE - INSURANCE


**STEVE FISK, CIC, ARM, CRIS, CRM**  
 PRINCIPAL, ORANGE COUNTY  
 BUSINESS INSURANCE DIVISION

Steve Fisk joined Marsh McLennan Agency (MMA) in 2007 and is a Principal in the firm's Orange County Business Insurance Division. Fisk leads the firm's Consumer Goods Practice Group, a significant area of growth for the company. Fisk is widely recognized as an industry leader, earning the distinction of 2013, 2017, and 2023 Risk & Insurance Power Broker by the insurance industry's leading trade publication, Risk & Insurance. He was also named 2018 and 2019 Insurance Business America's Top 100 producers across the U.S. Fisk is a former member of the Executive Committee for MMA West, and twice merited the accolade of Business Insurance Producer of the year across all of Marsh & McLennan Agencies.



Fisk deliberately seeks out relationships across a variety of disciplines that serve the industry. Fisk leverages his relationships with lawyers, accountants, and bankers, for example, who share his passion and focus on the industry. Through these connections, Fisk learns about the trade from every angle and serves as a connector—introducing his clients to these highly respected partners, thereby elevating his impact beyond the traditional boundaries of insurance.

Fisk's career in insurance began in 2003, starting with designing and brokering risk transfer programs for complex risks on the insurance carrier side at Liberty Mutual.


**RITA GUILD**  
 EXECUTIVE VICE PRESIDENT, EH&B DIVISION LEADER

Rita Guild is the Executive Vice President and Division Leader of Employee Health & Benefits at Marsh McLennan Agency in Orange County. Since joining MMA in 2014, she has successfully brought in many highly regarded businesses, innovated service offerings, and shaped company culture. Her passion for mentorship led her to join the leadership ranks, where she saw an opportunity to grow future leaders and better serve her clients.



Guild plays an integral role in guiding MMA teams through the dynamics of rapid growth. Her resilience and flexibility have helped her sales and service colleagues grow professionally, positioning the firm for year-over-year strong growth.

With decades of experience in the industry, Guild has excelled as a fierce negotiator, tailoring efficient employee benefit programs and driving early adoption of innovative solutions in self-funding, pharmacy savings, and point solutions, all while easing clients' administrative burdens.

Her early career in Coachella Valley marked the beginning of her successful path in the industry. Prior to her role at MMA, she served as the Vice President of Employee Benefits at another prominent Orange County brokerage. Guild is actively involved with South Coast Christian, empowering women and supplying meals to children and families through Feed ONE/Convoy of Hope. Her leadership skills, passion for mentorship, and commitment to making a positive impact make her invaluable.


**ERIN HOEFER**  
 SENIOR VICE PRESIDENT

As Senior Vice President, Consulting Services at McGriff, Erin Hoefer oversees a client management team that provides employee benefits solutions for large, U.S.-based employers in the manufacturing, high tech, aerospace, and defense industries. She joined McGriff in 2010.



Hoefer and her team help clients identify innovative solutions to manage their employee benefits spend—often the second-largest line item on their P&L statements. She also helps clients identify potential vulnerabilities in their existing benefits plan and develops strategies to leverage resources and mitigate risk exposures. A 25-year veteran of the employee benefits industry, Hoefer speaks at industry events and conferences.

Recent topics include:

- Corporate data driven decision-making to manage health care spend
- HSAs and consumer-directed health plans as a wealth planning tool
- Strategies for successfully integrating health plans after a merger or acquisition

Hoefer studied mathematics at DePaul University and moved to CA in 2004. She spends her free time as an equine therapy volunteer and advocates for people with special needs. Additionally, she serves on the board of the Shea Center for Therapeutic Riding.

[www.linkedin.com/in/erin-hoefer.eebenefits](http://www.linkedin.com/in/erin-hoefer.eebenefits)

Trucordia is a top 20 U.S. insurance brokerage delivering commercial, personal, life & health, employee benefits, and workers' compensation solutions.

With more than \$8 billion in premium, 5,000 team members, and offices nationwide, Trucordia helps clients across industries, including real estate, hospitality, construction, healthcare, manufacturing, transportation, and agriculture.

**Local Relationships.  
National Strength.**

[trucordia.com](http://trucordia.com)

Trucordia is the group name for a top 20 U.S. insurance brokerage headquartered in Lindon, Utah. Insurance solutions and services provided by Trucordia companies with state insurance licenses: [www.trucordia.com/licensing-information](http://www.trucordia.com/licensing-information)

# 2025 LEADERS OF INFLUENCE - INSURANCE



## STACY HUBBARD, MHA PRESIDENT, ORANGE COUNTY

Stacy Hubbard is the President for the Orange County office. She specializes in employee benefits for both public and private industry sectors. Hubbard has been in the health care industry for more than 28 years and has experience with fully insured and self-funded health plans. Her responsibilities include client consulting and management, compliance, strategic planning, and project management.



Prior to joining MMA, Hubbard managed the client services department in Orange County at Gallagher Benefit Services for eight years. Prior to moving to the broker side of the industry, Hubbard worked for seven years at Beech Street, a national PPO network for self-funded employer groups.

Hubbard earned a bachelor's degree in organizational learning and a master's degree in healthcare administration (MHA) from Chapman University. She is actively involved with the Ronald McDonald House organization and volunteers her time for various events throughout the year.

## DOUGLAS KING, MBA EVP, CONSULTING SERVICES, MCGRIFF EMPLOYEE BENEFITS

Douglas has worked over 30 years in healthcare, the first two decades in leadership roles for national health plans. He currently manages self-funded clients ranging from 1,100 employees to 55,000 where he drives program innovation, plan management strategies and population health improvements.



Prior to joining McGriff, Douglas managed over \$3 billion in medical premiums for Blue Shield of California and \$1.5 billion in medical premiums at Health Net. He also served as the president of Health Net Life Insurance and general manager of their dental and vision subsidiaries.

Additionally, Douglas served as a chief financial officer and sales senior vice president, providing a well-rounded business perspective and understanding to benefit programs, incentive designs, and communication strategies.

He earned his MBA and BSBA in business administration from Chapman University and is a licensed agent in all 50 states.

douglas@mcgriff.com  
www.linkedin.com/in/douglasking23

## MARC PANNIER EXECUTIVE VICE PRESIDENT, ORANGE COUNTY EMPLOYEE HEALTH & BENEFITS DIVISION

Marc Pannier, EVP at Marsh McLennan Agency (MMA), was the founding member of the Employee Health and Benefits Division in the Orange County office in 2006. Pannier is a client advocate with more than 3 decades of industry experience. His responsibilities encompass business development, managing benefits for complex large and middle-market clients, mentoring, and contributing to the growth of the Orange County office.



Prior to MMA, Pannier accumulated 12 years of experience at Marsh & McLennan Companies, including roles with Mercer and Johnson & Higgins. Before venturing into the brokerage side of the insurance industry, he worked for two years in customer service at Health Net.

Pannier holds an MBA from the University of California at Irvine and a bachelor's degree from Tufts University. Pannier actively participates in various community roles, having served as the President of the Orange County Employee Benefits Council and holding the position of Treasurer for 16 years at both Ashford Place HOA and Oak Creek HOA. He is an active interviewer for the Tufts Alumni Admission Program for Orange County and continues to serve as an Eagle Coach for aspiring Eagle Scouts. Additionally, he dedicates time to coaching and officiating several youth sports programs, including Little League baseball and several forms of soccer including AYSO, Club, High School, and College.



License #0305584

# You've earned it. We'll protect it.

As one of the nation's top independent agencies, we bring the **strength, strategy, and service** it takes to protect what you've built. From complex risks to employee benefits, our team helps businesses stay **secure, competitive, and ready for what's next.**



morrisgarritano.com | 657-531-4701



## 2025 LEADERS OF INFLUENCE - INSURANCE



**MARK ROSSKOPF**  
SENIOR VICE PRESIDENT

Senior Vice President, Mark Roskopf, is based in the Irvine office. With a career spanning 40 years (the past 30 at McGriff), Roskopf is a recognized leader in the California commercial insurance brokerage community. Roskopf's insurance journey started after graduating from Whittier College in 1982. He entered a two-year training program with Utica Mutual Insurance Company and eventually achieved a multi-line underwriting position in Utica's Pasadena office.



In 1985, Roskopf joined his family's insurance agency, Roskopf Rapp & Schmidt in Rosemead, CA, where he began learning the construction industry. His focus moved to commercial insurance and bonds for local builders and heavy engineering firms before joining a national broker where he worked with large construction firms. Roskopf currently works in McGriff's Property and Casualty division, specializing in construction and higher education. "I've gravitated to two of the most challenging industries for insurance placement and service requirements," he said. "I'm fortunate to have an incredible team of seasoned professionals supporting my efforts. They are truly perfectionists."

Roskopf has tapped into the deep resources at McGriff to offer his clients a diverse range of carriers and products, as well as meaningful loss control and claims management services.

**HEATHER VALTIER, CPCU, ARM, CRIS**  
REAL ESTATE PRACTICE LEADER, TRUCORDIA

Heather Valtier is a distinguished insurance executive with over 30 years of experience in the commercial insurance industry, specializing in all facets of real estate risk management. As Real Estate Practice Leader at Trucordia, she oversees a team of seasoned professionals across Southern California, delivering strategic insurance solutions to a diverse portfolio of clients.



Valtier's expertise spans large, complex national schedules, including habitational, hospitality, office, industrial, and construction risks. Having worked her way up through the industry, she brings a deep understanding of client servicing needs and a hands-on approach to risk management.

She holds multiple industry designations—CPCU, ARM, and CRIS—and earned her MBA from Concordia University, Irvine. Known for her technical precision and detail-oriented mindset, Valtier acts as an extension of her clients' risk management teams. Her work includes identifying coverage gaps, conducting contract reviews and negotiations, and implementing proactive risk management practices tailored to each client's unique needs.

Valtier is committed to building long-term client relationships through exceptional service, strategic insight, and a client-first philosophy that protects assets and drives business continuity.

**TEVYA WEINTHAL, AAI**  
EXECUTIVE VICE PRESIDENT, BUSINESS INSURANCE DIVISION DIRECTOR, ORANGE COUNTY

Tevya Weintal has two decades of invaluable experience in the insurance field, making him a seasoned expert in his roles. His insurance journey began with MMA in 2005, and over the years, he has cultivated a loyal client base, primarily within the technology and life science sectors. His deep understanding of the unique challenges and needs of these industries has solidified his reputation as a trusted advisor to his clients.



Over the years, Weintal has steadily expanded his role and responsibilities, ultimately becoming the Executive Vice President of the Business Insurance Division for MMA in the Orange County office, and in this capacity, he oversees both the sales and service teams.

Weintal is the driving force behind the development and implementation of sales strategies to meet revenue targets, fostering key client relationships, and ensuring the satisfaction of both prospective and existing clients. Weintal also keeps a keen eye on industry trends and developments, actively identifying new business opportunities for MMA, which may involve the creation of new products or services to ensure MMA's continued competitiveness and long-term growth.

Before joining MMA, Weintal spent eight years gaining first-hand experience in the technology sector, providing him with profound insights into the ever-evolving tech landscape.

Weintal's expansive career and deep industry knowledge underscore his significance in the field of business insurance and make him extremely valuable to MMA's Orange County office.

# FINAL CALL TO RESERVE!

Event Date: November 6, 2025

The 15th annual General Counsel Awards will be presented at a gala dinner celebration for GC's who have made a significant contribution to the success of their companies.



**Dinner & Awards Program**  
November 6, 2025  
6:30 p.m. – 8:30 p.m.  
Tickets\*: \$325  
Table of 10: \$3,100



**Reservation Information**  
Visit [www.ocbj.com/events](http://www.ocbj.com/events) or contact Elyana Torres, Signature Events Manager, at 949.664.5065 or [torres@ocbj.com](mailto:torres@ocbj.com).



**Master of Ceremonies**  
Erwin Chemerinsky  
Dean  
University of California, Berkeley,  
School of Law



**Diamond Sponsor**



**Platinum Sponsors**



**Silver Sponsors**



\*Tickets are non-refundable. Ticket price includes a one year subscription to the Orange County Business Journal (\$30 allocated to the subscription). New subscribers only. Current subscribers may gift the subscription to a colleague.