



Blue Cross
Blue Shield
of Florida

INTER OFFICE MEMO

TO: ALL EMPLOYEES

AT:

DATE

7/14/83

FROM: William E. Flaherty

AT:

SUBJECT: ORGANIZATION REALIGNMENT -- FINANCE DIVISION

In our continuing efforts to strengthen the organization in order to meet our goals and expectations, it has been determined that a separate Finance Group is necessary to support the organization, especially as it relates to our private business marketing efforts, and also in terms of our long-range plans as we begin to focus on growth and expansion in the areas of Alternative Delivery Systems, Provider Automated Services, Preferred Provider Organizations and other business ventures.

Therefore, effective immediately, I am pleased to announce that James P. Galasso has been appointed to the position of Senior Vice President - Finance and Actuarial, and will continue to report directly to the president. As you know, Jim has been serving as Vice President - Actuary since August 1980. Many improvements have been made in the Actuarial and Underwriting divisions through the fine efforts of Jim's leadership. Prior to joining Blue Cross and Blue Shield, Jim was a consulting actuary with Milliman and Robertson, Inc., and had worked with the Plan in early 1979 and 1980.

Along with this change, I am also pleased to make the following two appointments:

Due to the recent resignation of Jim Martin, Joseph P. Butler has been appointed to the position of Vice President - Finance. Joe recently joined the plan as General Auditor in early June. Prior to joining the plan, he held the position of Vice President - Finance, at Florida Publishing Company, a subsidiary of CSX Corporation. After graduating from the University of Florida with a degree in Business Administration, Joe entered the public accounting field as an employee of Arthur Young & Company. While associated with them, he had numerous assignments in the field of both accounting and management consulting.

Judith A. Discenza, who joined us in July 1982 as Associate Actuary, has been promoted to Vice President and Actuary. Judy became a Fellow in the Society of Actuaries in 1974 and is a member of the American Academy of Actuaries. Prior to joining the plan, Judy had progressed through a series of management positions at Massachusetts Mutual Life Insurance Company, most recently as Director of Group Life and Health Actuarial.

Both of these positions will report directly to the Senior Vice President - Finance.

Please join with me in congratulating and extending your support to Jim, Joe and Judy as they assume their new responsibilities and reporting relationships.

WEF/rg