


James F. Hughes III
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PROFILE

A risk leader, mediator, arbitrator, expert witness, and insurance professional, with extensive global experience in the energy, construction, environmental, marine, insurance company, insurance broking, and risk management arenas. Strategic, energetic, collaborative, versatile, analytical, with excellent communication skills.

PROFESSIONAL EXPERIENCE

University Of Houston, Bauer School of Business, Houston, TX summer 2019 onward
Adjunct Professor, Risk Management & Insurance

Hughes Mediation & Arbitration Services, LLC & Hughes Risk Management & Insurance Services, LLC 2016-present
A proven, experienced, and effective credentialed mediator, arbitrator, expert witness, and consultant.

Member of American Arbitration Association, National Association of Mediators, AIDA Reinsurance & Insurance Arbitration Society (ARIAS US), and Texas Association of Mediators. Board Member of Association of Conflict Resolution, Houston.

Marsh, Houston, TX June 2016-present
Senior Vice President, Energy sector, part-time; chair of Marsh US' EnergyUniversity, providing monthly technical training to employees and clients.

ConocoPhillips, Houston, TX 2000-2016
Leader, Risk Management, and Member of Senior Executive Leadership Forum

- Led ConocoPhillips' risk and insurance programs in more than 40 countries, managed and motivated a multi-office, multi-cultural team, influenced and propelled the Enterprise Risk Management program
- Designed and implemented insurance arrangements for Conoco and Phillips 66 merger, Burlington Resources acquisition, and Phillips 66 spinoff in addition to other major merger, acquisition, and divesture deals
- Transformed ConocoPhillips' risk management culture and approach through analysis and collaboration with resultant improved risk analysis, decreased losses (lost time incidents down 75%), consistent and robust contractual indemnities, and optimized insurance premium spend (over 60% reduction)
- Initiated and oversaw the expansion of the Vermont based captive insurance company's scope (lines of business), doubled premium volume to \$100 million annually, increased profitability by 65% to over \$80 million annually, and obtained an "A" credit rating for the captive (\$1.3 billion shareholder's equity) to sustain growth. Established a captive affiliate in Texas to capture \$100,000+ annual savings
- Recovered more than \$1.5 billion in insurance claims (several exceeded \$100 million) from London, U.S., Bermuda, European, and international insurers through collaboration and negotiation

OTHER RELEVANT EXPERIENCE

Oil Insurance Limited (OIL), Hamilton Bermuda 2003-2016
Elected to the Board of Directions of this \$5.5 billion property, environment, and well-control mutual insurance company by its 55 energy company shareholders. Appointed by the Board to the Executive, Governance, and Compensation Committees. Chair of Compensation Committee for three years.

Oil Casualty Insurance Limited (OCIL), Hamilton, Bermuda 2003-2016
Elected to the Board of Directors of this \$500 million insurer by its 56 energy company shareholders. Elected by the Board as Chairman (2006-2009) and appointed to the Executive, Governance, and Compensation Committees. As Chairman, steered a strategic study to address credit rating downgrade by diversifying product offerings from mono-line (liability insurance) to multi-line and beyond energy insurance target sector.

sEnergy Insurance Ltd. , Hamilton, Bermuda	2003-2010
Elected to the Board of Directors of this business interruption and property insurance mutual insurer by its 16 energy company member shareholders. Appointed by the Board to the Executive, Governance, and Compensation Committees and served as Board Chairman. As Chairman, initiated and oversaw the dissolution of the entity.	
Global Special Risks , Houston TX	1993-1999
Vice President, insurance managing general agent and wholesale broker	
Johnson & Higgins , Houston, TX	1990-1993
Assistant Vice President, global retail insurance broker	
Conoco Inc. , Houston, TX and London England	1981-1990
Senior Insurance Analyst	
Swiss Reinsurance Company , New York, NY and Houston, TX	1979-1981
Marine, energy, and aviation reinsurance underwriter	

RELATED PROFESSIONAL ACTIVITIES

- Formerly a member of Chubb, Zurich, Swiss Re, AIG, and Allianz’s Risk Manager Advisory Boards (by invitation only)
- Founded the Houston Energy Risk Manager Society in 2003 and shepherded its growth to a membership of over 100 risk management professionals
- Frequently requested speaker and lecturer: “Risk Manager in Residence” lecturer at Ball State University, Missouri State University, University of Calgary, Eastern Kentucky University, and University of Dayton and lecturer at University of Houston’s Energy Risk Management class (2003-2018). 2005 & 2007 Risk & Insurance Management Society (RIMS) national conventions, Energy Transportation Association’s Houston and San Antonio conventions, 1998 Houston Institute of Marine Insurance Underwriters’ seminar, 2004 Houston Marine Insurance seminar, 2009 Geneva Association’s New York climate change conference, 2015 PowerCon (energy insurance claims conference) and 2018 & 2019 EPC Contract Mgt.conferences. Spoke at Arch, Chubb, Swiss Reinsurance, and Allianz insurance company gatherings
- Provided insurance reviews for the Awty School (Houston), John Paul II School (Houston), Stark Museum & Foundation (Orange, TX), Children’s Museum of Houston, Scanlon Foundation (Houston), Houston Catholic Women’s Guild (thrift store), and Grand Isle Hotel & Condo Resort (Bahamas)
- Published a paper in Risk & Insurance Management (RIMS) journal on Risk Management Information Systems

COMMUNITY ACTIVITIES

- East Spring Branch Food Pantry (Houston) Advisory Board Chairman and food distribution team leader
- Archdiocese of Galveston-Houston Risk Management Advisory Board, appointed by the Cardinal
- Executive Service Corp (Houston) – consultant, former Board and current advisory board member (non-profits training and consultation)
- Harvard Club of Houston board member and past president; Harvard College alumni interviewer
- St. John Vianney Church (Houston) - English as a Second Language teacher
- Northbrook High School (Spring Branch ISD) mentor
- St. Vincent de Paul Society volunteer (visit and aid people in need)
- Prison Entrepreneurial Program volunteer (Cleveland, TX prison) and Advisory Board member
- Pro bono mediator and arbitrator for Better Business Bureau and Houston Dispute Resolution Center

EDUCATION

Harvard College, A.B. Honors, Government (1979)
Chartered Property and Casualty Underwriter (CPCU) Designation
Registered Professional Liability Underwriter (RPLU) Designation
Texas surplus lines insurance agent and insurance adjusting licenses

Basic Mediation Certificate (40 hours): Manousso Mediation Training
Professional Arbitrator Certificate, Barnham Graduate School
Advanced Family Mediation, Manousso Mediation Training
Arias US Arbitration certificate