**James (Jim) F. Hughes III** 832-876-2164 (M)

12646 Taylorcrest Road hughesjfiii@gmail.com

Houston, TX 77024 [www.linkedin.com/injames-hughes-6650577](http://www.linkedin.com/injames-hughes-6650577)

www.hughesmediation.com

PROFILE

A risk leader, educator, 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

**Hughes Mediation & Arbitration Services, LLC & Hughes Risk Management & Insurance Services, LLC** 2016-present

A proven, experienced, and effective credentialed arbitrator, mediator, expert witness, and consultant. Arbitrated over 100 cases, mediated over 90 matters, and served as an expert witness over 8 times, with a focus on insurance matters. Also, served as company representative at several London arbitrations.

Member of AIDA Reinsurance & Insurance Arbitration Society (ARIAS US). Former Board Member of Association of Conflict Resolution, Houston. Served on Texas Department of Insurance’s Health Care and Windstorm insurance arbitration panels.

**University of Houston, Bauer School of Business,** Houston, TX Summer 2019 onward

Executive Professor: Teach 3-4 Risk Management & Insurance classes, averaging over forty students per class, annually including “Energy Risk Mgt. & Insurance”. Awarded teaching awards in 2022 and 2023.

**Marsh,** Houston, TX June 2016-December 2020

Senior Vice President, Energy group, part-time; a resource, chaired Marsh US’ EnergyUniversity which provided monthly topical training to employees and clients.

**ConocoPhillips,** Houston, TX 2000-2016

Leader, Risk Management, and Member of Senior Executive Leadership Forum

* Led ConocoPhillips’ global (more than 40 countries) risk and insurance programs, 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)
* Lead, as Sooner Insurance Company Vice President , 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.

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**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/Lloyd’s cover note holder 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

* Frequently requested speaker and lecturer: KPRC (Channel 2) designated “insurance expert” (for 2020 Watson fire and explosion), “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
* 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, a collaborative educational and networking group for energy focused risk managers only, in 2003 and shepherded its growth to a membership of over 100 risk management professionals.
* Provided insurance reviews for the Awty School (Houston), John Paul II School (Houston), Stark Museum & Foundation (Orange, TX), Children’s Museum of Houston, Houston Catholic Women’s Guild (thrift store), SER Foundation (Houston), and Grand Isle Hotel & Condo Resort (Bahamas) as well as consulted for several other companies (subject to Non-Disclosure Agreements)
* Published a paper in Risk & Insurance Management (RIMS) professional journal on Risk Management Information Systems
* Attended various National Association of Corporate Directors board training seminars.

COMMUNITY ACTIVITIES

* East Spring Branch Food Pantry (Houston) Board of Directors and monthly 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) and EMERGE mentor (mentor 2 high school students annually)
* St. Vincent de Paul Society volunteer (visit and aid people in need monthly)

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* Prison Entrepreneurial Program volunteer (Cleveland, TX prison) and past Advisory Board member
* St. Cecilia Church Eucharistic Minister – visit medical facilities monthly
* St. Cecilia Church – meals for homeless program driver
* Pro bono mediator and arbitrator for Better Business Bureau and Houston Dispute Resolution Center

EDUCATION

Harvard College, A.B. Honors, Government

Chartered Property and Casualty Underwriter (CPCU) Designation

Registered Professional Liability Underwriter (RPLU) Designation

Texas surplus lines insurance agent license

Basic Mediation Certificate (40 hours): Manousso Mediation Training

Professional Arbitrator Certificate, Barnham Graduate School

Advanced Family Mediation, Manousso Mediation Training

Certified Arias US Arbitrator and Mediator (8 hours plus annual continuing education)

Texas Mediator Credentialing Association: Certified Advanced