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Dean E. Nicholas currently serves on the leadership team for WTW's Pooled Employer Plan (PEP) solution, where he functions as project manager for its development. Prior to this, he was a lead retirement consultant and actuary in WTW's Detroit office. He has over 12 years of experience consulting in the areas of postretirement benefit plan valuations, design and administration. Nicholas also has extensive pension risk management experience, having spent his career advising and guiding clients through numerous pension risk transfer actions, including lump sum windows, annuity placements and plan terminations. Nicholas has a B.S. degree in statistics with a specialization in actuarial science from Michigan State University. He is a Fellow of the Society of Actuaries, an enrolled actuary under ERISA and a member of the American Academy of Actuaries.