



Joseph K. Shearon

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Mr. Shearon is a senior vice president and benefits consultant in Segal's Phoenix office. He is the West region practice leader for multiemployer consulting, involved in both regional and national multiemployer initiatives. Mr. Shearon consults to a wide variety of multiemployer clients in several states, allowing him the diversity and experience needed to assist his clients with both their pension and health and welfare consulting. Mr. Shearon understands the complex and sensitive communications needed to coordinate business decisions between labor and management. He works closely with boards of trustees, legal counsel and auditors to advance pension and benefit decisions. His background in third party administration affords him the added advantage of understanding the unique needs of participant communication, eligibility issues in a mobile workforce, and sensitivity to claim appeals and dispute resolution. He serves as a resource on employee benefits issues including collective bargaining, negotiation, arbitration and settlement. Mr. Shearon also conducts client education seminars on topics ranging from retiree liability and benefit design to alternative funding strategies for health and welfare plans. Mr. Shearon has in-depth knowledge of employee benefit issues, having an impact on the unique needs of multiemployer clients, including medical, dental, life, reinsurance, death, disability and income protection plans as well as retirement income and retiree health benefit issues. He has been instrumental in the analysis, development and management of a multistate health and welfare plan. Before joining Segal, Mr. Shearon was an executive with a national third-party administrator, specializing in the administration of multiemployer trust funds. Additionally, he worked for a CPA firm performing payroll and financial audits of multiemployer plans, allowing him the opportunity to assess employer compliance with collective bargaining agreements. Mr. Shearon received a B.S. degree in business administration and accounting from Carroll College in Helena, Montana.