



*President and CEO
Michael D. Houpt*

HOUPT SET TO RETIRE ROBERT M. JONES SELECTED TO SUCCEED

For only the second time in its history, the Medical Assurance Company of Mississippi Board of Directors has named someone to serve as the Company's Chief Executive Officer. On April 1, 2014, MACM® Legal Counsel Robert M. Jones will become CEO in anticipation of the retirement later this year of current President and CEO Michael D. Houpt.

"After a 36 - year relationship with the health care community, I am looking forward to my retirement and am excited about the future of this Company. I have worked with Rob for almost 30 years, through the good times and bad, and I have nothing but confidence in his ability to lead this Company," Houpt said. Houpt will continue to serve MACM as President until October 1, after which he will remain as an advisor until the end of the year.

Because of his long-standing relationship with MACM, Jones understands physi-

cians in Mississippi and the pressures they face each day. "Over the years, Rob has demonstrated a passion for protecting and supporting our insureds. I am totally confident he will maintain the integrity of this Company and continue to represent it well," Earl T. Stubblefield, MD, Chairman of the Board, said.

Jones joined MACM in January 2004 as in-house Legal Counsel. Prior to that he was in private practice for 26 years. He began representing MACM as a Defense Counsel and on various corporate matters early in his practice.

"Rob is empathetic with regards to what physicians face when dealing with a claim of negligence because he has been a part of MACM and worked with its insureds for so many years," Dr. Stubblefield said. "He has demonstrated a high moral character in all of his interactions with the health care community of Mississippi."

The search for a new CEO began in the Summer of 2013 as part of a strategic planning session for the Board of Directors and senior staff. During this meeting, Houpt announced his retirement as President and CEO at the end of 2014.

"We were very fortunate that Mike gave us significant advance notice of his retirement date," Dr. Stubblefield said. "This allowed us to be very thoughtful in the process of selecting his replacement."

During the past 12 months, the members of the Board of Directors have worked closely with an outside recruiting consultant, Lynne Freeman of Freeman Enterprises, to determine the needed skill set for MACM's new leader. Freeman has worked with other physician-owned professional liability companies similar to MACM and had the knowledge and experience needed to assist in this search.

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JONES NAMED CEO



Robert M. Jones, JD

“Prior to his retirement from the Board of Directors, Dr. Bill Whitehead wisely identified an outside consultant that could help us in this process,” Dr. Stubblefield said. “With Ms. Freeman having the expertise of identifying and hiring CEOs that we all lacked, she was able to guide the Board through this process.”

Freeman initially believed that a nationwide search was the first step; however, the Board of Directors felt strongly that the right candidate for the job was already at MACM and asked Freeman to start the search there.

In early November 2013, Freeman spent three days at MACM interviewing members of the Board, as well as staff members at every level at the Company. During these interviews, Freeman’s questions focused on everything from various attributes that people wanted to see in the next MACM CEO to leadership style and experience. For some, the interview with Freeman took

15 minutes and for others as long as two hours.

After three exhaustive and very full days of interviews and conversations, Freeman concurred with the Board Members and agreed that a nationwide search was not necessary, as she identified more than one internal candidate that she was confident could serve the Company well.

“Ms. Freeman told me that it would be unwise for MACM to go outside the Company because of the experience and strength of those internally who were identified as potential candidates,” Dr. Stubblefield said. “And, the Board totally agreed.”

After Freeman conducted interviews with the individual candidates, the Executive Committee of the Board then met with each candidate and ultimately presented the slate to the full MACM Board on March 5, 2014. At that time, Rob Jones was elected to succeed Mike Houpt as the Chief Executive Officer of MACM.

“Rob is extremely well respected among the staff, which encouraged the Board Members that the excellent working environment and service to our insureds will not be disrupted,” Dr. Stubblefield said. “Rob is constantly thinking of new ideas but, at the same time, is willing to listen to the staff and their responses and suggestions. We believe that he is the right person for this time in MACM’s history.”

“Rob’s ability to communicate well with every MACM audience – physician insured, legal, legislative, judicial, staff – will prove to be one of his greatest attributes,” Dr. Stubblefield said. “The Board has significant confidence in Rob’s leadership skills, as well as the senior leadership team that Mike has put in place. We are confident that the integrity that has personified MACM for these first 36 years will continue under Rob’s leadership.”

As the incoming Chief Executive Officer, Jones wants to assure the physician membership that their continued support and trust in MACM is a top priority for him.

“MACM insureds can be certain that I will protect the reputation of this Company,” Jones said. “This Company is a great place to work because of the team effort from every staff member to protect our insureds and their patients. Every department at MACM is led by a dedicated and experienced manager. It is the goal of everyone to maintain the financial stability of MACM so that, even in a cyclical downturn, we will have the ability to provide our insureds with the support that they need, in the courtroom and in their daily practices.”

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RECOGNIZING YEARS OF SERVICE AND DEDICATION

Later this year, Mike Houpt will retire from MACM as President and CEO, the only person to have led the staff during the Company's history. As part of his leadership, Mike has participated in numerous meetings of the Board of Directors, as well as the Committees – Risk Management, Claims, and Investment.

Following is a list of all the physicians that have served on the Board and various Committees throughout the duration of Mike's leadership at MACM. He wishes to recognize and express appreciation to all of these who have given their valuable time since the inception of the Company to make MACM the success that it has become.

Up to 5 Years of Service

Donald R. Bonner, DO (*Claims*)

Michael P. Brooks, MD (*Board*)

Robert S. Caldwell, MD (*Board*)

Dawson B. Conerly, MD (*Board*)

Joe S. Covington, MD (*Risk Management*)

Thomas D. Crowson, MD (*Board*)

Arthur A. Derrick, Jr., MD (*Risk Management*)

Louis A. Farber, MD (*Board*)

Gerald P. Gable, MD (*Board*)

William C. Gates, MD (*Board*)

Lisa Gibson-McKee, MD (*Claims*)

James O. Gilmore, MD (*Board*)

Louise A. Gombako-Amos, MD
(*Risk Management*)

David G. Hall, MD (*Claims*)

J. Clay Hays, Jr., MD (*Board*)

Joseph C. Hillman, MD (*Board*)

Roger L. Huey, MD (*Board*)

Michael W. Jabaley, MD (*Board*)

Louis C. Lehman, MD (*Board*)

Thomas D. Little, MD (*Board*)

James O. Manning, MD (*Investment*)

Andrew K. Martinolich, MD (*Board*)

Richard C. Miller, MD (*Board*)

Michael W. Montesi, MD (*Claims*)

Gregory A. Patino, MD (*Claims*)

D. Melessa Phillips, MD (*Risk Management*)

Joseph P. Phillips, MD (*Claims*)

Michael A. Reddix, MD (*Claims*)

Walter H. Rose, MD (*Board*)

Louie F. Wilkins, Jr., MD (*Claims*)

6 to 10 Years of Service

Todd N. Adkins, MD (*Claims*)

W. Robert Battle, MD (*Investment*)

Diane K. Beebe, MD (*Risk Management*)

Thomas H. Blake, Jr., MD (*Claims*)

Joseph C. Covington, MD (*Board*)

Alexander J. Haick, Jr., MD (*Risk Management*)

Roger Lee Huey, MD (*Claims*)

Camille J. Jeffcoat, MD (*Claims and Board*)

Charles R. Jenkins, MD
(*Claims and Risk Management*)

Michael D. Maples, MD (*Investment*)

Tom H. Mitchell, MD (*Claims*)

John Ellis Moffitt, MD (*Claims*)

James L. Royals, MD (*Investment*)

Manisha Sethi, MD (*Risk Management*)

Stephen R. Snypes, MD (*Claims*)

Thais B. Tonore, MD (*Risk Management*)

11 to 15 Years of Service

David A. Ball, MD (*Claims*)

D. Kyle Ball, MD (*Claims*)

G. Chris Ball, MD (*Investment*)

George Ball, MD (*Board*)

Ralph L. Brock, MD (*Board*)

Michael H. Carter, MD (*Investment and Board*)

Steven L. Demetropoulos, MD (*Board*)

John J. Durfey, MD (*Risk Management*)

Carolyn A. Gerald, MD (*Claims*)

J. Edward Hill, MD (*Claims and Board*)

Myron W. Lockey, MD (*Risk Management*)

James Wright O'Mara, MD (*Claims*)

Thomas H. Pearson, MD (*Claims*)

Max L. Pharr, MD (*Board*)

Earl T. Stubblefield, MD
(*Claims, Investment and Board*)

C.G. Sutherland, MD
(*Claims and Medical Director*)

Stephen W. Tartt, MD (*Claims*)

16 to 20 Years of Service

James M. Cooper, MD (*Board*)

Ralph E. Dunn, MD (*Risk Management*)

O. Fred Guidry, MD (*Claims*)

Paul H. Moore, MD (*Board*)

L. Jefferson Moses, MD (*Risk Management*)

Charles L. Neill, MD (*Investment*)

W. Lamar Weems, MD (*Risk Management*)

J.W. Williamson, MD (*Claims*)

21 to 25 Years of Service

Kate Aseme, MD (*Risk Management*)

George R. Bush, MD (*Board*)

James E. Hall, MD (*Board*)

John F. Lucas, Jr., MD (*Board*)

Eric A. McVey, MD (*Board*)

Richard F. Riley, MD (*Claims*)

Louis J. Wise, MD (*Investment*)

26 to 30 Years of Service

F. Earl Fyke, Jr., MD
(*Claims and Medical Director*)

R. Faser Triplett, MD (*Investment and Board*)

William A. Whitehead, MD (*Board*)

William B. Wilson, MD (*Investment*)

MACM IS SEEKING A MEDICAL DIRECTOR

Medical Assurance Company of Mississippi is seeking to fill the position of Medical Director of the Company. The qualified candidate must be a currently licensed physician willing to work as an employee on a regular schedule at MACM's office in Ridgeland, Mississippi.

The responsibilities of this position include:

- Providing medical insight and information to the MACM Staff by advising the Risk Management, Claims and Underwriting Departments about medical matters.
- Attending regularly scheduled committee meetings and Board of Directors meetings.
- Assisting MACM in communicating with its insured physicians and clinics and periodically speaking at educational programs.
- Serving as MACM's representative on various committees outside of the Company.

The Medical Director should have good interpersonal skills and the desire and interest to work in a team environment to resolve problems.

While the position will require a set schedule of workdays, the exact schedule can be discussed as long as it is mutually acceptable to MACM and the physician.

Compensation and benefits dependent upon final discussion.

If you are interested, please send your resume to personnel@macm.net by **May 15**.



Information contained in this publication is obtained from sources considered to be reliable. However, accuracy and completeness cannot be guaranteed. Information herein should not be regarded as legal advice.
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