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**Media release**

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**Pages** 2

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## **PwC: Transparency, support and mentoring can help more women reach top in captive insurance industry**

**Hamilton, Bermuda** – “Diversity—of risk, talent and products” is the theme of this year’s Bermuda Captive Conference June 11-13 featuring human-rights visionary Derreck Kayongo and insurance industry leader Jonathan Reiss as spotlight speakers.

“In keeping with the theme, PwC subject matter experts will be taking part in panels next week that explore a diverse range of topics, including cyber risk, tax reform and IFRS 17,” said **David Gibbons, PwC Bermuda Captive Insurance leader**. “We are also looking forward to the conference’s focus this year on the role of women in the captive industry, and what opportunities and best practices can help to ensure women rise through the ranks.”

**Katie Kelly, PwC Bermuda Captive Insurance director**, commented: “It is clear that despite the small number of women in the highest positions in the captive insurance industry, evidenced by only around 20% of the *Captive Review*’s “Power 50” list being female, women are having a significant influence on the industry overall.”

Head of AIG's Bermuda captive operations, Kathleen Bibbings, was appointed this week as president of the Bermuda Insurance Management Association (BIMA), replacing outgoing president Grainne Richmond.

And a BCC session, Women in the Captive Industry: Empowering Industry Awareness, will feature top female executives: Stacy Apter, assistant treasurer at The Coca Cola Company, Laurie Forkas, senior assistant general counsel at Omega Indemnity (Bermuda) Limited and Sophia Greaves, director at Conyers Dill & Pearman.

Ms Kelly, who spoke with Ms Richmond, Ms Forkas, and Ms Greaves for an article in this month’s [Captive Review Bermuda Report](#), said the women had each highlighted the role mentors and advocates had played in their personal development and career success

Ms Kelly said: “Organisations can do a lot to help women progress and reach leadership positions, for example, by encouraging more open career conversations, mitigating the impact of any potential unconscious biases in decisions related to career progression, and explicitly setting uniform and transparent criteria by which employees are assessed. Providing advocacy and support programmes such as mentoring and sponsorship also helps greatly.”

She added: “PwC’s recent report, “Time to talk: what has to change for women at work”, reveals that only 51% of women agree that employers are doing enough to progress gender diversity. Women are confident, ambitious and ready for what’s next, but our report found that many don’t trust what their employers are telling them about career development and promotion; or what helps or hurts their career.”

BCC 2018 takes place next week, June 11-13 at the Fairmont Southampton.

PwC Bermuda panelists include: **George Thomas**, Senior advisor, Consulting, is speaking on cyber risk; **Sean Kelly**, Director, is speaking on IFRS 17 and US GAAP; and **Scott Slater**, Tax partner, is speaking on the rapidly evolving tax landscape in the captive industry.

For more information on the panels click here: [bermudacaptiveconference.com/schedule2018](http://bermudacaptiveconference.com/schedule2018)

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