

GOVERNMENT RELATIONS



FBL Financial Group
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OPEN COMMENTARY

Welcome to the June Government Relations bulletin!

Colorado, Kansas, and Minnesota legislatures adjourned this past month, leaving only Arizona, and Oklahoma in session within the Farm Bureau marketing territories.

May was a busy advocacy month and Farm Bureau Financial Services was at the forefront of it all, participating in APCIA's Legislative Action Day (LAD) in Washington, D.C. sharing concerns with our elected officials on issues facing the industry, including third party litigation funding reform, federal intrusion in state-regulated insurance markets, wildfire resilience, reducing auto insurance cost drivers, and reauthorizing the National Flood Insurance Program. An executive summary is provided in the Articles of Interest section.

Participating in advocacy events such as APCIA's LAD reconfirms the importance of making our voice heard, not only on Capitol Hill, but locally as well. We have critical issues that threaten our industry and attempt to change the landscape of our proven state-based regulatory system. Many of these issues are not heard by our elected officials – and that requires all of us to be active participants in advocacy to protect our industry and livelihoods.

If you would like to learn more about how you can make a difference, please reach out to me. There are several opportunities to become active in our trade associations. Not only is there the learning of key issues within your area of expertise but also the opportunity to collaborate with others in the industry to develop strategies moving forward on emerging issues.

Your engagement matters! We look forward to working together to ensure FBL's voice is heard.

Please feel free to reach out at any time with your comments and suggestions.

Brett Clausen, Government Relations & Process Improvement Vice President

FBFS EIGHT STATE LEGISLATIVE MATTERS

Arizona

Legislative Session is January 8 – April 22, 2024

The Arizona 56th Legislature, 2nd Regular Session reached the 108-day mark on April 24. The rules of the Legislature require that both legislative chambers adjourn, sine die, by the end of the 100th-day week, unless leadership extends the deadline (which they have). Leadership can only extend the legislative session for no more than 7 days. Thereafter, any further extensions require a majority vote in each chamber. This is a quite common practice in Arizona since most sessions typically go beyond the 100-day period.

The 2024 Legislative Session will not likely adjourn sine die any time soon.

Legislative Bills

Enacted & Signed by Governor

Previously Filed

HB 2205 – Insurance Department: Fraud Unit

- Passed House. In Senate Rules Committee.

HB 2330 – Fired Districts: Formation

- Amended. Passed House. To Senate.

SB 1677 – Authorization of MDMA Treatment

- Awaiting Full House vote.

SB 1567 – Driver License Requirement to Operate Off-Highway Vehicle

- Passed Senate. Passed House.

SB 1680 – Helmet Law

- Passed House. To Senate.

HB 2878 / SB 1530 – Death with Dignity

- In committee.

SB 1394 - Taxation: Premium taxes

- In committee.

HB 2715 / SB 1632 – Paid Family Medical Leave

- In committee.

HB 2389 – Vehicle Sales: Prohibition

- Amended and waiting Senate vote.

HB 2713 – TNC: Liability

- Failed. Motion to reconsider passed. Passed House.

SB 1185 – Catalytic Converter: Unlawful Use

- Passed Senate. Passed House.

SB 1013 – Social and Political Mandate: ESG: Investments

- Awaiting Senate floor action.

HCR 2011 – Social & Political Mandate: Contracts: Firearm Boycotts

- No movement.

HB 2349 – Paid Family Medical Leave

- In committee.

HB 2457 - Social & Political Mandate: ESG Investments

- Passed House. To Senate.

HB 2576 – Premium Tax Credit: Affordable Housing

- In committee.

HB 2122 – Advertising: Life Insurance

- In committee.

HB 2566 - Firearm Regulation

- In committee.

HB 2043 – Statute of Limitations; criminal offenses

- In committee.

HB 2142 – Move Over Law Study Committee

- Passed House. To Senate.

HB 2149 – Watercraft Operations

- Passed House. To Senate.

HB 2275 – Settlement Agreements: Uninsured

- Passed Senate. Back to House.

HB 2274 – Firefighters and Police Officers: PTSD Coverage

- Passed House. To Senate.

Regulatory Activity

Alternative Business Structures Task Force

The Alternative Business Structures Task Force was established by Chief Justice Robert Brutinel on March 18, 2024, by the entry of Administrative Order No. 2024-51. The task force will submit a report to the Arizona Judicial Council no later than its meeting in October 2024.

The Task Force has asked the U.S. and Greater Phoenix Chambers to present on TPLF. The task force has taken interest in HB2638 and will hopefully look to that bill for guidance on language.

The official website for the task force and meeting information can be found here:
<https://www.azcourts.gov/cscommittees/Alternative-Business-Structures-Task-Force>

Iowa

Legislative Session adjourned April 20, 2024

Legislative Bills

Enacted & Signed by Governor

HF 2586 – School Safety: Armed Security Guards in Schools

Regulatory Activity

No new activity.

Kansas

Legislative Session Adjourned May 3, 2024

Legislative Bills

Enacted & Signed by Governor

S 339 - Risk Based Capital: Update

S 27 – Producers: Department Fees

H 2531 – Risk Based Capital: Update

SB 291 – Anti ESG: Amended

HB 2607 – Pesticide law amendments

Vetoed by Governor

HB 2097 / SB 15 – Agents and Brokers: Premiums

Failed Legislation

SB 338 – Group Funded Work Comp

- Did not pass.

SB 546 – Tax Credit: Expiration

- Did not pass.

HB 2798 – Taxes: Corporate Reduction

- Did not pass.

HB 2510 - Third Party Litigation Funding

- Did not pass.

SB 423 – Makeup of insurance related governing boards

- Did not pass.

SB 372 - Civil liability for doxing

- Did not pass.

SB 142 – Move Over Bill – Auto

- Did not pass.

HB 2810 – NAIC Model: Guaranty Association

- Did not pass.

HB 2499 – Hands Free

- Did not pass.

SB 329 – Premium Tax Credit; Expiration

- Did not pass.

HB 2544 – Premium Tax Credit

- Did not pass.

SB 249 – Insurance Commissioner: Election

- Did not pass.

SB 390 – Social and Political Mandate: Public Health

- Did not pass.

SB 398 / H 2715– Department: Company Fee

- Did not pass.

HB 2510 / SB 74 - Third Party Litigation Funding Disclosure and Joint Liability

- Did not pass.

SB 38 - Workers' Compensation Maximum Lifetime Benefits Increase

- Did not pass.

SB 135 - Medical Cannabis Regulation Act

- Did not pass.

HB 2183 - Wrongful Death Cap

- Did not pass.

SB 268 - Boiler Safety Inspector Qualifications

- Did not pass.

Regulatory Activity

No new activity.

Minnesota

Legislative Session adjourned May 20, 2024.

Legislative Bills

Enacted & Signed by Governor

SF 4097 - Department of Commerce Omnibus

HF 4661- Workers Compensation Law

HF 3925 – Transfer on Death Deeds

HF 5247 – Omnibus Bill: Paid Family Medical Leave: Amend

HF 4757 – Fraud Prevention Assessment

Previously Filed

HF 4746 / SF 4780 – TNC Bill

- Passed and expected to be signed by Governor.

HF 4407 / SF 4967 – Third Party Litigation Financing

- Did not pass.

HF 4907 – Travel Insurance NAIC Model

- Did not pass.

SF 4859 / HF 4790 – Public Investments: ESG Sustainability

- Did not pass.

SF 5196 – Life Insurance: Annual Notice Requirements

- Did not pass.

HF 4324 / SF 3785 – Race Based Equity and Inclusivity in Procurement and Contracting Act

- Did not pass.

SF 3606 / HF 3836 – Disability Insurance

- Did not pass.

SF 3874 / HF 3530 – Paid Family Medical Leave: Amend

- Did not pass.

HF 1930 / SF 1813 – Death with Dignity

- Did not pass.

HF 3872 / SF 4271 – Collateral Source - Joint / Several Liability

- Did not pass.

HF 3565 / SF 3954 – Salt Applicators: Limiting Liability

- Did not pass.

HF 4084 – Life Insurance: Suicide Clause

- Did not pass.

*Minn. Stat. 72A 201 - Body Shop Proposal

- Did not pass.

SF 2258 / HF 2245 – Low-Cost Auto Program

- Did not pass.

HF 5295 / SF 5301 – Consumer Data Privacy Omnibus

- Passed committee. Fate uncertain.

Regulatory Activity

Minnesota Requires Temporary Extended Coverage on Death Deed Transfers

Minnesota has enacted House File 3952, which requires insurers of real property to provide temporary extended coverage for property transferred on a death deed. The bill is effective April 27, 2024, and applies to insurance policies issued or renewed in Minnesota on or after August 1, 2024.

Circular Letter 24-1842

Dated May 28, 2024. The Minnesota Workers' Compensation Insurers Association (MWCIA) announces the release of the 2023 Annual Report, which is available on MWCIA's website. Provides a link to access the 2023 Annual Report.

Nebraska

Legislative Session adjourned April 18, 2024

Legislative Bills

Vetoed by Governor

LB 25 – Claims – Child Abuse or Sexual Assault

Regulatory Activity

Workers Compensation Notice

Dated May 29, 2024. The Workers' Compensation Court provides that the rate for burial benefits effective July 1, 2024, will be \$11,600.00.

New Mexico

Legislative Session ended February 15, 2024

Special Session:

On April 17, Governor Michelle Lujan Grisham (D) issued a [press release](#) announcing that the New Mexico Legislature will convene for a special session on **July 18**. The special session will focus on public safety proposals, as the governor has expressed the urgency to reduce dangers and risks in local communities. The governor will need to issue a proclamation to officially call the special session, which she will likely issue after the June 4 primary elections due to the required pause in fundraising during a special session. The governor believes that the special session will be completed within several days.

Regulatory Activity

No new activity.

South Dakota

Legislative Session Adjourned March 25, 2024

Regulatory Activity

No new activity.

Utah

Legislative Session ended on March 1, 2024

Regulatory Activity

Regulatory Activity Rule R590-190-11

The change adds language to Subsection R590-190- 11(2)(a) to make it clear that a total loss settlement shall include taxes and fees. This language was included in the previous version of the rule but was mistakenly left out of a recent amendment.

Regulatory Activity Rule R590-230-5

The changes allow for a producer who completed an annuity suitability training course before July 1, 2024, to be considered as having met the training requirements in certain circumstances.

Bulletin 2024-7 – Utah Administrative Code R590-154-7 – Premium Increase Notifications

May 16, 2024 - The Utah Insurance Department has received a rising number of consumer complaints regarding increases to insurance premiums. Consumers report being told by licensees that the Department requires the increases. Please remember that:

- The Department does not require rate increases;
- Insurers must file and justify their rates; and
- The law prohibits a licensee from “representing, either directly or indirectly that the department, the commissioner, or any employee of the department has approved, reviewed, or endorsed any marketing program, insurance product, insurance company, practice, or act.”

FBFS AFFILIATED STATE LEGISLATIVE MATTERS

Colorado

Legislative Session Adjourned May 8, 2024

Legislative Bills

Signed by Governor

HB 1321 – Holding Companies: Group Capital Calculation Model Act and Credit for Reinsurance Model Acts

SB 205 – Artificial Intelligence

Previously Filed

SB 136 – Annuities: Individual Fiduciary Duty Life Insurance

- Did not pass.

HB 1151 – Deceptive Pricing Methods

- Did not pass.

HB 1468 – Algorithmic Accountability/AI: Task Force

- To Governor.

Regulatory Activity

Bulletin No. B-10.003 – Concerning Interim Reports for Life Insurers that Use External Consumer Data and Information Sources

Oklahoma

Legislative Session is February 5 – May 31, 2024

Legislative Bills

Signed by Governor

HB 3190 – LTC: Utilization review

SB 468 – Electronic Estate Planning

SB 543 – Data Security Privacy: Consumer Data Protections

SB 1534 – Amend Unclaimed Property Act

SB 542 – Miscellaneous Insurance Updates

Previously Filed

HB 1294 – Foreign Divestment

- To Senate Rules Committee.

SB 1337 – Security Breach

- No movement.

HB 3453 - Artificial Intelligence

- Referred to Judiciary.

HB 1617 – Investments: ESG

- No movement.

HB 3647 – Biometric Data Privacy Act

- Referred to Government Modernization and Technology

HB 3828 – Algorithmic Accountability: AI

- Referred to Appropriations.

SB 1813 – Insurance Claims

- Referred to Senate Retirement and Insurance Committee.

HB 3293 / HB 3835 – Artificial Intelligence

- Referred to House Rules.

HB 4155 – Social and Political Mandate: ESG

- Referred to Banking, Financial Services and Pensions.

Regulatory Activity

No new activity.

Wisconsin

Legislative Session ended April 15, 2024

Regulatory Activity

Bulletin 5.2.2024 – Insurance Omnibus Law

Summarizes 2023 WI A.B. 437 (NS), enacted on March 22, 2024, which makes changes to various insurance statutes.

CALENDAR OF EVENTS

National Association of Insurance Commissioners

August 12-15, 2024 - Summer National Meeting

November 16-20, 2024 - Fall National Meeting

American Council of Life Insurers

September 25-27, 2024 – Annual Conference

American Property Casualty Insurance Association

October 6-8, 2024 – Annual Meeting

National Association of Mutual Insurance Companies

September 22-25, 2024 – 129th Annual Convention

ARTICLES OF INTEREST

New NAMIC Regional Vice President – Great Lakes

Starting Monday, May 6, Brian Christenberry will be taking on the role of Regional Vice President-Great Lakes for NAMIC. Brian will be covering the states of Indiana, Illinois, Michigan, Minnesota, and Wisconsin. He comes to NAMIC with some great experience in governmental relations for the electric cooperative association in Indiana, as well as some independent lobbying and consulting work. bchristenberry@namic.org

GSEs Announce Limited Pause on Revised Guidance Impacting Property Insurance

Fannie Mae and Freddie Mac (i.e., the GSE's) issued an announcement on May 8th pausing enforcement on selected portions of their revised guidance issued in February for lenders and mortgage servicers that take effect on June 1, 2024. The pause will provide the GSE's time to conduct a stakeholder engagement process on the limited portions of the guidance paused, in response to concerns raised by many stakeholders of adverse impacts on property insurance affordability and availability.

Overview of revised guidance

While there are slight wording differences between Fannie and Freddie's guidance, both GSE's include language requiring lenders and servicers to:

- strictly disallow any form of ACV coverage, including any policies that limit, depreciate, reduce, or otherwise settle losses at anything other than replacement cost basis
- verify at least annually coverage limits against the current replacement cost value (RCV)
 - RCV must be "as of the current property insurance policy effective date"
 - allows for multiple methods of verification (RCV estimate from insurer, insurance risk appraisal, or statement from insurer or applicable professional)

Freddie separately has a minor change in flood insurance language related to condominium coverage limits.

Fannie separately has language in the Servicing guide that more directly requires servicers "Obtain lender-placed insurance in response to notification that coverage is being cancelled, non-renewed, reduced or otherwise modified and no longer meets Fannie Mae's requirements...". Also, new language that underscores the need to indemnify Fannie Mae in the event coverage is insufficient.

Enforcement

The revised GSE guidance encouraged lenders and servicers to begin implementation immediately, though requires compliance from sellers and servicers no later than June 1, 2024. As a result, APCIA has begun to hear of reports of enforcement resulting in some insurance policies no longer being accepted (e.g., ACV policies) as they are considered to be non-compliant to the GSEs.

RCV Estimates: enforcement paused

The pause in enforcement relates to provisions requiring lenders and servicers to obtain a replacement cost value (RCV) estimate, which lenders and servicers need to calculate an appropriate minimum coverage amount for property insurance policies covering mortgages backed by the GSEs. The pause in enforcement also relates to the GSE's expectations for lenders and servicers to secure lender placed insurance (LPI) if unable to obtain a RCV estimate.

Prohibition on ACV: no pause on enforcement

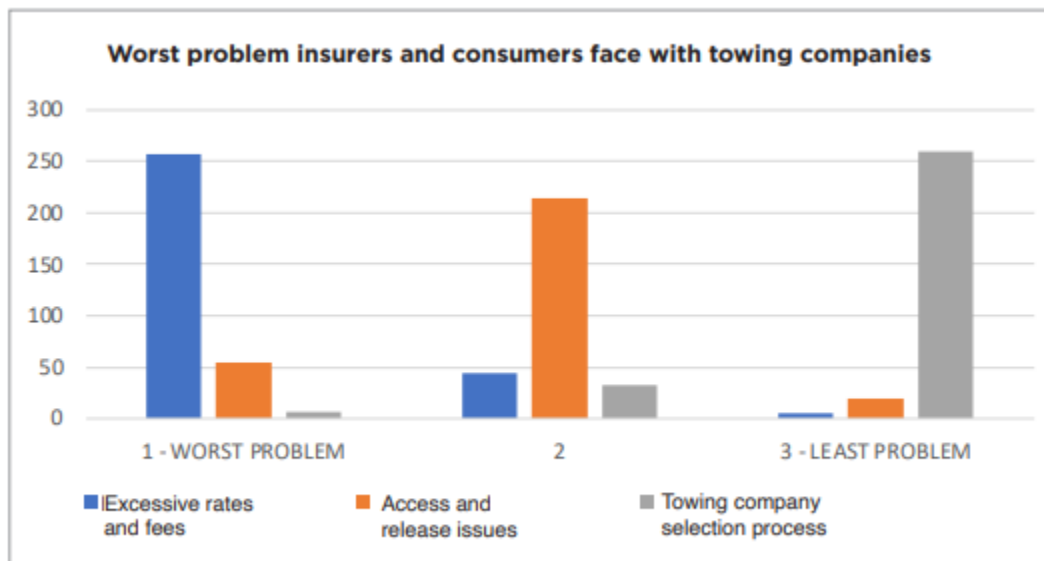
The announcements do not indicate any pause in enforcement of their revised language regarding stricter enforcement of replacement cost coverage. The GSE's remain on their view that the revised guidance issued in February does not change existing policy but is only a clarification to long-held GSE policy on replacement cost coverage.

The GSE's did not include a pause in enforcement in the announcements, related to stricter enforcement prohibiting ACV coverage, including the clarifying language newly introduced by the GSEs in their revised guidance in February that disallows "any policies that limit, depreciate, reduce or otherwise settle losses at anything other than replacement cost basis."

The announcements specifically indicate guidance remains in full effect for lender and servicer obligations to ensure adequate coverage and related liability in the event of insufficient coverage.

APCIA Releases Report on Member Survey on Towing and Storage

APCIA surveyed its members in late 2023 to identify the most significant and frequent towing issues they face and where these issues most often occur. A similar survey was conducted in 2011, 2015 and 2018. This year there were 320 respondents to the survey. Over the years, respondents have consistently chosen excessive rate and fees as the worst problems related to towing and they did so again this year. As the following chart shows, excessive rates and fees were the worst problem identified, followed by access and release issues, and then towing company selection process issues.



In this year's survey, both Commercial and Personal Lines insurers said excessive rates and fees were the worst problems for consumers and insurers. However, Commercial Lines insurers were slightly more likely than Personal Lines insurers to say that excessive rates and fees were the worst problem insurers and consumers face with towing companies.

The full report can be found here:

<https://fblfinancial.sharepoint.com/sites/mtm/cao/GA/Hot%20Topics/Forms/AllItems.aspx>

ACLI Policy Spotlight

Legislative Proposals Would Restrict Consideration of Genetic Information in Underwriting

What's happening

- In 2024, there has been a surge in legislative proposals aimed at restricting insurers' use of genetic information in life insurance underwriting, mirroring Florida's HB 1189 enacted in 2020. That law stipulates that only genetic information contained within an individual's medical record and pertaining to a medical diagnosis can be considered.
- Proposals are primarily fueled by misconceptions and fears of unfair discrimination and invasion of privacy, driven partly by emotional appeals from disease-specific groups.
- ACLI has successfully amended or stopped these proposals, but these bills continue to be introduced and could be problematic if underwriting changes are required.

Why it matters

- Precise risk classification is essential in the voluntary life insurance market, contingent upon access to an applicant's complete medical record. This access ensures alignment between the applicant and the insurer. Both the applicant and the insurer must have a shared understanding of relevant information impacting the applicant's mortality and morbidity risks.
- These proposals overlook a critical distinction: most genetic tests ordered by doctors are predictive rather than diagnostic. While genetic information can indeed aid in diagnosing certain conditions, predictive genetic information assesses an individual's likelihood of developing a condition. Restricting the use of genetic information to only diagnostic tests denies insurers access to complete information necessary to accurately price risks that could occur over a decade or longer.
- Limitations on assessing risk affect fair pricing and access to life insurance, especially for low and middle-income individuals who are more price sensitive.
- These restrictions, if adopted, jeopardize the overall fairness and sustainability of the insurance system.

What ACLI is doing

- In 2024, 11 states introduced 20+ bills on insurers' use of genetic information, none of which have been enacted.
- ACLI has engaged policymakers in person to clarify misconceptions and highlight the consequences of limiting genetic information use.
- In response to concerns regarding potential insurance discrimination in medical research, ACLI collaborated with Clearview Research in Tallahassee, FL to demonstrate that public apprehension about life insurance and genetic tests is minimal, with less than 1% expressing significant worry. Only when prompted for reasons why consumers would not want to take a genetic test, survey participants cited privacy and convenience as leading factors.

APCIA Legislative Action Day 2024

Farm Bureau Financial Services was represented by CEO Dan Pitcher, Brett Clausen, Scot Hansen, and Will Speicher at this year's Legislative Action Day (LAD) in Washington, D.C. They joined roughly 131 APCIA member executives, CEOs, and government relations professionals that focused on educating lawmakers from all ideologies and political parties on important issues facing the property casualty industry.



Rep. Andy Barr (R-KY), a senior member of the House Financial Services Committee and chair of the influential Financial Institutions and Monetary Policy Subcommittee, headlined the event, discussing various important issues to the property casualty industry such as third-party litigation financing to ensuring state-based insurance regulation.

Senator Katie Britt (R-AL) spoke on the importance of our industry, highlighted by her personal story of recovering from a disastrous tornado that destroyed her home.



Political messaging expert Rich Thau and the hosts of the podcast Ruthless also addressed LAD participants and, as a capstone to the event, we welcomed Dr. Henry William Brands Jr., the Jack S. Blanton Sr. Chair in History at the University of Texas at Austin, as the keynote speaker. He discussed the important role America's early history played in the formulation of partisanship.

During the day, we had the opportunity to meet with the office of Iowa Senator Joni Ernst and the Iowa congressional offices of Representative Randy Feenstra, Marriannette Miller-Meeks, and Zach Nunn on several topline issues facing the industry, including:

- Third party litigation funding reform
- Federal Intrusion in State-Regulated Insurance Markets
- Wildfire resilience
- Reduce auto insurance cost drivers
- National Flood Insurance Program (NFIP) reauthorization



Prior to the LAD, we asked FBFS associates who could not attend the LAD to take action using the FBL Advocacy Center and APCIA's Voice of America's Insurers online letter-writing tool to share the day's advocacy priorities with legislators. 140 of advocates generated 413 letters, which acted an echo-chamber and ensured our LAD messaging had the greatest impact possible in educating legislators about the policy issues that shape our industry. Thank you to everyone who participated!

Insurance Associations File Legal Action Challenging U.S. Department of Labor's Fiduciary-Only Regulation

Nine insurance trade associations filed a lawsuit against the U.S. Department of Labor (DOL) to overturn a regulation limiting consumers' choice of financial professional and their access to retirement products that deliver protected lifetime income.

The American Council of Life Insurers (ACLI), National Association of Insurance and Financial Advisors (NAIFA), NAIFA-Texas, NAIFA-Dallas, NAIFA-Fort Worth, NAIFA-POET, Finseca, Insured Retirement Institute (IRI), and National Association for Fixed Annuities (NAFA) issued the following comments on their challenge to the DOL's harmful intervention in the retirement savings marketplace and its one-size-fits-all fiduciary standard obligation on effectively every financial professional who sells retirement products:

"The legal action we are taking today comes after careful deliberation on what is in the best interest of the retirement savers we serve.

"Our filing makes a convincing case that the DOL's fiduciary-only regulation suffers from the same legal defects as the DOL's failed 2016 rule. It exceeds the DOL's authority under federal law, is arbitrary and capricious, and is unconstitutional. Moreover, it ignores recently enhanced federal and state standards for financial professionals who work with retirement savers.

"However, the DOL's biggest failing is its inability to learn from past mistakes. Despite sound evidence of its harmful effects, strong objections from Members of Congress and opposition voiced in thousands of consumer comments, the DOL chose to advance a repackaged version of its ill-advised 2016 regulation. Before it was struck down by the Fifth Circuit, the 2016 regulation resulted in more than 10 million American workers' accounts with \$900 billion in savings losing access to professional financial guidance.

"The DOL's latest regulation will block retirement savers from accessing information about annuities at a time when the lifetime income these products provide is needed more than ever before. More than 4 million Americans will turn 65 each year through 2027. Most will not have access to a traditional pension and will be relying on their personal savings to last throughout retirement. By reducing consumer access to professional financial guidance and critical protected lifetime income solutions, DOL's regulation will jeopardize the retirement financial security of millions of workers and retirees.

"The DOL also failed to recognize the actions taken by state policymakers to protect consumers in annuity transactions. Since 2020, 45 states have strengthened safeguards for retirement savers by adopting the revised National Association of Insurance Commissioners (NAIC) Suitability in Annuity Transactions Model Regulation. The revised model, which imposes a best interest standard, aligns with the SEC's Regulation Best Interest. Together, these rules greatly enhance the state and federal standards financial professionals must follow when recommending annuities. The DOL's fiduciary regulation upends this progress and undermines the expertise of state authorities who are responsible for overseeing annuities.

“In the face of these failures by the DOL, we are compelled by our commitment to present and future retirees to take legal action to stop this harmful regulation from taking effect.”

The associations filed the lawsuit in the United States District Court for the Northern District of Texas, which is within the jurisdiction of the Fifth Circuit Court of Appeals.

House Energy and Commerce Subcommittee Releases New Data Privacy Draft

The House Energy and Commerce Subcommittee on Innovation, Data, and Commerce held a markup May 23, 2024 during which the draft of the American Privacy Rights Act was approved by voice vote. No changes were made to the bill, as subcommittee members signaled their intent to delay more robust debate and potential tweaks to the full committee.

The panel considered three legislative proposals to “establish comprehensive data privacy rights, protect kids online, and preserve access to A.M. radio.” The three bills up for a vote were the discussion draft of the APRA, the Kids Online Safety Act, and the AM Radio for Every Vehicle Act.

APRA seeks to implement a new national regulatory framework for comprehensive data privacy standards. Supporters say the growing patchwork of state laws is unsustainable and that beneficiaries would include businesses and consumers, especially children.

Leading up to the hearing, trade coalitions met with House leadership and various lawmakers on and off the subcommittee to discuss issues with the bill, including inadequate consideration of the Gramm-Leach-Bliley Act, reservations about its preemption language and the inclusion of a private right of action, and confusing algorithm provisions.

The APRA, coalition response, and supporting outlines can be found under “Hot Topics” on the Government Relations SharePoint site:

<https://fbfinancial.sharepoint.com/sites/mtm/cao/GA/Hot%20Topics/Forms/AllItems.aspx>

FBFS Human Resources Leadership Attends APCIA HR Resources Conference

In May, the FBFS HR leadership team attended the APCIA Human Resources Conference. This conference is an annual event designed specifically for HR professionals within the property casualty insurance industry. A few of the key topics covered during the conference:

1. **Talent Acquisition:** The conference explored effective strategies for attracting, recruiting, and retaining top talent. As the insurance industry faces workforce challenges, HR leaders discussed innovative approaches to talent management.
2. **Employee Experience:** Enhancing the employee experience was a central theme. Sessions focused on creating a positive workplace environment, promoting well-being, and fostering engagement.
3. **Insurance Industry Update:** Given the dynamic nature of the insurance sector, Jeff Rieder from AON provided insights into industry trends, regulatory changes, and compliance.
4. **AI and the Workplace:** Artificial intelligence (AI) continues to transform HR processes inside and outside the insurance industry. The conference highlighted AI applications in talent analytics, employee development, and personalized experiences. Attendees explored how AI can enhance efficiency and effectiveness in HR functions.

5. **Workplace Culture:** Building a strong organizational culture was emphasized. HR leaders discussed diversity, inclusion, and fostering a sense of purpose among employees. Strategies for creating a positive and collaborative workplace were shared.

“Overall, the conference provided valuable insights, networking opportunities and professional development credits for attendees.” – Karen Rieck, Vice President, Human Resources

“I used to doubt my ability and what I was capable of, and then I changed my mindset. It made me a better person, a better advocate, and opened doors for me to help instigate real change.”

-Dylan Alcott