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PAUL L. ENGSTROM, FSA, EA, MAAA. Founded IAI in 1994; specialty areas – defined benefit plan actuarial valuation services, general actuarial consulting, floor offset plans, defined benefit pension plan and health and welfare benefit plan accounting under the Accounting Standard Codification; 39 years of experience.

SHAWNA FLOISTAD, QPA. Joined IAI in 2001; specialty areas - small and mid-sized defined benefit and defined contribution plans, development of templates and tools for the office; 11 years of experience.

JAN MANSHEIM, QPA. Co-leader of IAI's defined contribution consulting services; specialty areas – small defined benefit plan design and actuarial valuation services, defined contribution plan design, cross testing, and consulting services; 24 years of experience.

ELIZABETH A. MOORE, FSA, EA, MAAA. Leads IAI technical support services, and is an owner of IAI; specialty areas – large plan actuarial valuation services, defined benefit pension plan accounting under the Accounting Standard Codification, hybrid plans; 17 years of experience including national actuarial firm experience.

ANGELA SCHIEBOUT, EA, MAAA. Joined IAI in 2011; specialty areas – large plan actuarial valuation services, defined benefit pension plan and health and welfare benefit plan accounting under the Accounting Standard Codification for private sector plans and under applicable GASB statements for public sector plans; 14 years of experience including national actuarial firm experience.

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