

Ralph Salamone

Partner



Select Executive Experience

Sirius International Insurance Group, Ltd. (1997-2021)

Executive Vice President, Group Chief Financial Officer, Controller

Assurant (1994-1997)

Assistant Vice President, Assistant Controller

Pricewaterhouse Coopers (PwC) (1988-1994)

Audit Manager

Core Competencies

Property and Casualty Insurance
Property and Casualty Reinsurance
Accident and Health Insurance
Insurance Services
Financial Services
Insurance

Executive Profile

Ralph Salamone is a partner in the Northeast area for SeatonHill. Mr. Salamone is a senior financial executive with over 3 decades of extensive experience in the insurance industry, building and maintaining public company financial governance, reporting, and controls. With broad IPO knowledge, Ralph executed the financial aspect of SPAC merger and public offering. He is a collaborative leader who has managed large multi-national teams and multiple functional areas.

Education & Certifications

BS

State University of New York at Buffalo

MBA

New York University, Stern Graduate School of Business



Our partners have deep experience across multiple industries, and can quickly integrate into your organization to provide the insights you need to succeed in today's marketplace.

Key Experience

For nearly 25 years, Ralph served in multiple key leadership roles for a \$ multi-billion, international insurance group, including Executive Vice President, Group Chief Financial Officer, CFO, and Controller.

For Group Accounting and Financial Reporting Ralph served as the functional leader over local CFOs and global accounting and claims functions, leading teams in multiple countries. He was also responsible for SEC financial filings, consolidation, and reporting of quarterly and annual financial results, and establishing and enforcing internal controls and accounting policy, preparing quarterly presentations to independent board of directors and audit committee on financial performance and key accounting and finance matters. He was the key point of contact for independent audit chair and external auditors.

Ralph participated in due diligence teams to evaluate target acquisition companies both domestically and internationally, managing multiple consultants and advisors during the process. Most notably, he managed the accounting and reporting components of a Public Offering via SPAC merger and listing on Nasdaq. He resolved complex accounting issues, coordinated with inside and outside deal counsel and bankers, prepared, reviewed, and approved SEC filings, disposed of SEC comments, and engaged with Independent Board and Directors. Ralph also Transformed the Finance Team from local, private company units into a high performing global public company team, managing US GAAP, US Statutory and IFRS accounting departments. He managed preparation of deal models, capital and purchase accounting impacts, and economic value scenarios for management and Board.

Ralph partnered closely with the CEO to direct the Investor Relations function, preparing, and presenting financial results for quarterly analysts and investor calls, presentations, and meetings. He responded to investor inquiries regarding company financials and strategy, preparing and presenting quarterly updates to Board of Directors regarding shareholder activities.

Ralph directed a group responsible for annual and quarterly business plans and forecasts as well as maintaining company ratings and rating agency relationships. Ralph implemented a

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quarterly earnings reforecasting process and handled rating agency communication and presentation, including annual meetings, quarterly earnings updates and periodic ad hoc communications as needed. He maintained rating agency capital models and assessed capital levels under various scenarios, partnering with Risk Management team on internal capital models.

Ralph established and maintained internal controls in accordance with Sarbanes-Oxley requirements, acting as key liaison with external auditors to complete annual and quarterly audits and reviews. He built a Public Company internal audit function and recruited key talent, including Director of Audit.

Ralph has also directed tax and global shared services functions, including areas such as Treasury, Claims, and had stewardship responsibility over Human Resources and IT. Ralph worked with Human Resources and other leaders to establish and evaluate enterprise wide incentive compensation programs, both cash and share based.

For Corporate Citizenship Ralph held numerous internal board and committee positions including

- Member, Global Management Committee (senior business and leadership team)
- Chairman and Member of Board of Directors of several insurance operating companies
- Member, Risk Management Committee
- Member, Retirement Plan Committee

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