

PEOPLE ON THE MOVE

HIRINGS, PROMOTIONS, BOARD MEMBERS AND SPECIAL ANNOUNCEMENTS IN SAN DIEGO

Strategic new hires amplify company's mission to shake up the insurance industry through unique, hands-on collaboration with their clients. C3 Risk & Insurance Services (C3), a San Diego-based specialty insurance brokerage, has hired four insurance industry veterans to establish new construction and surety divisions. C3, which uses a discovery-based risk approach to provide a wide range of comprehensive products, will draw from these new hires' decades of expertise to tackle the unique challenges faced by this foundational industry. C3 welcomes the following new team members to the new construction and surety divisions:



INSURANCE Announcement



Paul Heidemann



Rich Hallett



Teri Porlas



Doug Shea

Paul Heidemann, Managing Director: Heidemann has more than 25 years of experience in the insurance brokerage industry. His expertise includes risk management and brokerage services for medium to large construction companies; environmental and remediation contractors; homebuilders and residential development.

Rich Hallett, Director of Surety: With over 25 years of experience obtaining surety credit for national and international contractors and developers, Hallett is responsible for the management of C3's contract and commercial surety practice. Over his career, he has underwritten and managed surety programs in excess of \$750 million.

Teri Porlas, Client Consultant Executive: Porlas has over 35 years of experience working as a dedicated insurance professional providing creative and comprehensive coverage programs. Her expertise resides in the construction and real estate industries handling complex exposures for sophisticated businesses.

Doug Shea, Construction Practice Leader: Shea is a commercial property and casualty insurance broker specializing in construction and real estate. He began his insurance career more than a decade ago, and his expertise includes providing risk management and brokerage services to medium to large construction companies; environmental and remediation contractors; and homebuilders and residential developers (OCIP/CCIP Programs).

"We're formalizing our construction and surety divisions so we continue enhancing our capabilities to service an array of risks," says Jamie Reid, co-founder and chairman of the board, C3. "The construction industry is a backbone to America. We're confident with the addition of these four specialty insurance experts, this new division will not only have a different approach to the toughest insurance challenges, but also meet clients' needs with sophisticated expertise and intimate knowledge of the industry."

C3 believes insurance can be a colorful, collaborative experience

Under the leadership of Reid and co-founder Gabe Erle, C3 is disrupting the insurance industry by including clients in the process of writing the narrative that impacts their insurance cost and coverage with underwriters.

C3 also knows the key to success is working in close collaboration with clients. They invest time and money to get to know their clients better than anyone else and give employees what they need mentally and emotionally to give their clients top quality service.

"Our team promises our clients the best service possible, and in order to do that we need the best people," says Erle. "The insurance industry has been in a box for years, and our new construction and surety divisions will continue our mission of disruption through business relationships solidified by empathetic listening, divergent thinking and unprecedented resolve."

For more information or to start working with C3's innovative team, visit c3insurance.com.



MONEY MANAGEMENT New Hire



Alex Haitz

Alex Haitz, Client Services Associate, D'Arcy Capital Management LLC

D'Arcy Capital is pleased to announce the hiring of Alex Haitz. Haitz will join the D'Arcy Capital Management team as a Client Services Associate. Her responsibilities will include financial analysis, planning support, operational management, and client service. She will continue to expand the capabilities of D'Arcy Capital's money management and advisory services as one of San Diego's leading Registered Investment Advisors. Originally from Chicago, Haitz recently earned her Bachelor of Business Administration in Finance from the University of San Diego. Additionally, she is currently a CFA Level I candidate.

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RESTAURANT Promotion



Eric Williams

Eric Williams was recently promoted to the role of chief operating officer at **QDOBA**. In his new role, he will oversee more than 740 QDOBA locations across the U.S. and Canada, and support QDOBA franchise owners, ultimately ensuring the company's continued overall success. Previously, Williams served as vice president of franchise & license operations.

Williams has proven to be an exceptional leader capable of taking on additional responsibility. Most recently, he has provided valuable insight to help QDOBA franchise owners thrive, particularly during the pandemic. QDOBA looks forward to seeing his contributions and leadership extend even further into the company operations function in his new role.

Williams joined QDOBA in October 2019 as Director of Operations with over 30 years of experience in the foodservice industry, including restaurant, franchise and corporate operations, as well as multi-unit franchise ownership.



COMMERCIAL REAL ESTATE New Hire



Joel Warsh

Joel Warsh joins Ryan Companies US, Inc. as Real Estate Development Manager to support the company's growing senior living portfolio in Arizona, California, Colorado, Nevada, New Mexico, Utah and Washington. Based in San Diego, Warsh will help oversee entitlements; manage due diligence; support site selection, land acquisition and financial modeling; and will assist with design and construction coordination. He was most recently at Greystar as Portfolio Associate and formally at JPI as a Development Manager focusing on multifamily development in Southern California.