

Tom Doran Biography

LinkedIn Profile: [linkedin.com/in/tom-doran-1098231/](https://www.linkedin.com/in/tom-doran-1098231/)



Tom Doran is the President of Highmark Health Plan. In this role, Tom is responsible for Commercial and Government segments, enrollment, revenue and profit/loss. He's also responsible for Financial Planning & Analysis, Actuarial, Product, Underwriting, the Market and Provider team and Network contracting. Tom brings the voice of the customer and member to our organization, driving new and innovative products and improved clinical outcomes.

Under Tom's leadership, total Health Plan membership has grown to approximately 7 million while Highmark Inc. has expanded its presence in Western and Northeastern New York as well as Southeastern Pennsylvania.

He has also prioritized and optimized cross-selling for Highmark, capitalizing on opportunities for our customers to achieve better clinical outcomes and lower costs by pairing health insurance with our diversified business offerings including stop-loss insurance

(HM Insurance Group), dental (United Concordia Dental) and pharmacy.

Tom joined Highmark in 2017 as the President of HM Insurance Group (HMIG) and continues to serve on the board for HMIG. In 2019, he took on the additional responsibility of CFO for Highmark Health Plan, and eventually transitioned to a COO role for the Health Plan. His areas of expertise include Stop Loss market dynamics and strategy, reinsurance, actuarial services, network contracting, pricing and reserving.

With more than 20 years of experience in the insurance industry, Tom came to Highmark from Medical Risk Managers (MRM), the largest Stop Loss MGU in the country, where he served as the company's president. Prior to that, Tom held the role of executive vice president at MRM, and he has actuarial experience at Aetna, Hartford Life and Aon Hewitt.

Tom earned a Bachelor of Science degree in Mechanical and Aerospace Engineering from Princeton University and worked as an Aerospace Engineer for Grumman Aerospace upon graduation. He is a fellow of the Society of Actuaries and a member of the American Academy of Actuaries. Tom has served on the AHIP Advisory Board, was a featured speaker at the 2023 Tomorrow Health Leadership Council Conference, and earned a 2024 C-Suite Award from *The Pittsburgh Business Times* for his community-focused leadership.

Current Board of Director affiliations include:

- Autism Speaks – Western PA
- Children's Institute of Pittsburgh
- Light of Life, Pittsburgh

Thought Leadership Topics:

Remote Workforce

- Optimizing remote workforce in sales and underwriting capacity

Predictive Modeling

- Predictive modeling application for underwriting and actuarial

Strategy Development

- Enterprise strategy development and implementation

Advancing Technologies

- Healthcare technology and digital transformation

Interviews/Articles:

Pittsburgh Business Times, January 2024: 20 People to Know in Health Care: Tom Doran, Highmark Health Plan

<https://www.bizjournals.com/pittsburgh/news/2024/01/29/20-people-to-know-in-health-care-tom-doran.html>

Highmark Bright Blue Futures: The President of Highmark Health Plan is Devoted to Community Service

<https://www.highmark.com/about/corporate-responsibility/bright-blue-futures/community-health-employee-programs/bright-blue-futures-leaders-tom-doran>

Pittsburgh Tribune-Review, January 2023: Highmark names new health plan president

<https://www.post-gazette.com/business/career-workplace/2023/01/05/highmark-names-tom-doran-health-plan-president/stories/202301050107>

About Highmark Inc.

One of America's leading health insurance organizations and an independent licensee of the Blue Cross Blue Shield Association, Highmark Inc. (the Health Plan) and its affiliated health plans (collectively, the Health Plans) work passionately to deliver high-quality, accessible, understandable, and affordable experiences, outcomes, and solutions to customers. Highmark Inc. and its Blue-branded affiliates proudly cover the insurance needs of approximately 7 million members in Pennsylvania,

Delaware, New York and West Virginia. Its diversified businesses serve group customer and individual needs across the United States through dental insurance and other related businesses. For more information, visit www.highmark.com.