

TOM SNOOK

FSA, MAAA

Principal, Consulting Actuary

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Current Responsibility

Tom Snook is a principal and consulting actuary with Milliman's Denver, Houston, Phoenix, and Salt Lake City Health practices. He joined the firm in 1988.

Professional Work Experience

Tom's areas of expertise are managed healthcare and health insurance issues for payers and providers. His experience includes work for Medicaid, Commercial/ACA, and Medicare clients. He has worked extensively in the projection of financial operations for health insurance risk-bearers, including private health plans, state Medicaid programs, healthcare providers, and self-funded employers.

Tom has advised clients on the pricing and design of insurance programs, value-based reimbursements, mergers and acquisitions, valuation of liabilities, and financial reporting. Clients served include health plans, hospitals and physician groups, employers, governmental entities, and other organizations.

Tom has served as an expert witness for several clients in a variety of matters relating to funding adequacy and equity.

Tom also is an expert in correctional healthcare, or healthcare provided to prison inmates. He has advised several clients, ranging from private firms to state governments to academic medical centers.

PROFESSIONAL ACTIVITIES AND LEADERSHIP

In 2020, Tom assumed the role of Milliman's Global Practice Director – Health. In this role, Tom has leadership responsibility for the Milliman Health Practice's growth, development, quality control, and public relations. He also serves on the Milliman Board of Directors and chairs its Health Steering Committee.

Tom has previously served as chairman of the firm's Marketing Committee and Engagement Review Committee.

Tom is a frequent speaker at Society of Actuaries and other professional industry meetings. He has been an active author and speaker on topics relating to value-based reimbursement, including:

- Trust but verify: best practices in third-party validation in provider risk contracts
- Risk-Adjustment and Related Issues in Episode-Based Payments

- Winning strategies: common themes in successful Medicaid managed care plans

He has been a member of the General Committee of the Actuarial Standards Board and served on the Uninsured Working Group of the American Academy of Actuaries. He currently serves on the Advisory Board of the Arizona State University Actuarial Science program.

Professional Designations

- Fellow, Society of Actuaries
- Member, American Academy of Actuaries

Education

BA, Mathematics and French, Rice University