Thomas Guay
Vice President, Risk Selection Strategy

Tom Guay was named to the role of vice president-risk selection strategy on January 1, 2016. In this position, he is responsible for setting the future direction for risk selection for the company’s risk products, for developing accurate and competitive risk selection criteria covering medical, lay and financial risks, and for providing case consultation to the company’s underwriting and claims organizations.

Guay joined Northwestern Mutual in 1988 in the Actuarial Department. He moved to the Agencies function in 1996 and to Operations in 2003 as director of the large case division in the New Business Department. Guay became vice president/department head in the Underwriting Standards Department in 2005 and was named to the executive officer position of vice president-new business on February 1, 2008. He became vice president of the Field Rewards Department in November 2012, overseeing the design and administration of all field compensation, benefits and recognition.

Guay has a B.S. in applied mathematics and a B.B.A. in finance from the University of Wisconsin-Oshkosh, and has a masters of science in actuarial science from the University of Wisconsin-Madison. He is an FSA (Fellow of the Society of Actuaries).

Guay is married to Calli and they have three boys. In the non-profit community, he is a board member of both The Parenting Network and Diverse & Resilient. He also serves on the governing body of Crossroads Presbyterian Church. Guay is the executive sponsor for Northwestern Mutual’s LGBT Employee Resource Group.