



## JAMES HUDGINS, ASA, EA, MAAA

Consulting Actuary

### Areas of Expertise

Defined Benefit  
Defined Contribution  
ESOP  
Recordkeeping  
Actuarial Consulting  
Plan Compliance  
Plan Administration

James began working in the actuarial field in 1980 and joined BPS&M in 1985. He has over 30 years of employee benefits consulting experience related to the design, funding, administration, and regulatory compliance of retirement plans. He has particular experience and expertise consulting with defined benefit and defined contribution plans, including cash balance plans and Employee Stock Ownership Plans and is a member of the firm's ESOP Practice Group. He is an Associate of the Society of Actuaries and an Enrolled Actuary.

### Education

University of Mississippi, Oxford, MS — M.S., Mathematics  
University of Mississippi, Oxford, MS — B.A.E., Mathematics

### Publications and Presentations

- *ESOPs Rebalancing and Reshuffling*, Developments, 2010

### Professional and Community Involvement

- American Academy of Actuaries
- ESOP Association
- National Center for Employee Ownership (NCEO)

### Contact Me

[james.hudgins@bpsm.com](mailto:james.hudgins@bpsm.com)

Suite 266 Highland Village  
4500 I-55 N  
Jackson, MS 39211  
Phone: 601.984.8963

