

# Curriculum Vitae

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## Fred Warren “Rick” Bondurant III

As of 2024

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### ACADEMIC PREPARATION:

**M.B.A.**, University of Texas at Arlington

Double Concentration: Management and Marketing

**B.B.A. in Finance**, Texas Tech University, Lubbock, TX

### TEACHING EXPERIENCE:

**Adjunct Lecturer**, University of Dallas Graduate School of Management

Courses: Principles of Risk Management, Managing Complex Organizations,  
Mergers & Acquisitions

**Adjunct Lecturer**, University of Texas at Arlington Business School

Courses: Principles of Insurance and Risk Management

### PROFESSIONAL DESIGNATIONS/CERTIFICATIONS

**Certified Insurance Counselor**, The National Alliance for Insurance Education & Research

**Certified Risk Manager**, The National Alliance for Insurance Education & Research

**Management Liability Insurance Specialist**, International Risk Management Institute

**Certified Association Executive**, American Society of Association Executives

**Qualified Agency Risk Management Auditor**, Swiss RE/IIABA

### PUBLICATIONS:

Bondurant, Rick (2005), *Using a Marketing Approach to Recruiting Employees*.  
**Insurance Journal**, 11(21), 43-44.

Bondurant, Rick (2006), *In Recruiting, Qualify Before You Sell*. **Insurance Journal**, 12(1), 46.

Bondurant, Rick. (2006), *Leverage Agency Resources by Retaining Your Talent*. **Insurance Journal**, 12(7), 35-36.

## **CONFERENCE PRESENTATIONS:**

*How to Create a Formal Wage Plan*. 51<sup>st</sup> Joe Vincent Management Seminar, Austin, TX, 2014

*Performance Metrics for the Small Agency*. Presented at the Small Agency Conference, San Marcus, TX, 2013

*Leadership and Conflict Management*. Presented at the 50th Joe Vincent Management Seminar, Austin, TX, 2013

*Mergers & Acquisitions Due Diligence*. Presented at the 50th Joe Vincent Management Seminar, Austin, TX, 2013

*From Job to Career to Calling*. Presented to the Texas Society of Association Executives, Lunch and Learn, Austin, TX, 2011

*Creating a Great Place to Work*. Presented at the 49th Joe Vincent Management Seminar, Austin, TX, 2011

*Leadership & Conflict*. Presented at the Federation of Insurance Women of Texas Annual Convention, Corpus Christi, TX, 2010

*5 Things You Should Be Doing with Your Producers in a Soft Market*. Presented at the 113th Annual Conference and Trade Show, Independent Insurance Agents of Texas, Fort Worth, TX, 2010

*Anatomy of a Matchmaker Deal*. Presented at the 48th Joe Vincent Management Seminar, Austin, TX, 2010

*Choosing an Agency Management System*. Presented at the 4th Annual Small Agency Conference, Fort Worth, TX 2009

*The Power of Collaboration: Using Teams to Increase Employee Productivity and Satisfaction*. Presented at the 47th Joe Vincent Management Seminar, Austin, TX, 2009

*Insights & Strategies for the 21<sup>st</sup> Century Independent Agent*. Presented at 2008 TSLA Mid-Year Conference, Santa Barbara, CA 2008

*Anatomy of an Employment Contract.* Presented with Thomas Braniff, JD at the 45th Joe Vincent Management Seminar, Austin, TX, 2007

*The Art & Science of Assessment.* Presented at the 44th Joe Vincent Management Seminar, Austin, TX, 2007

*Agency Valuation & Perpetuation.* Presented at the 2<sup>nd</sup> Annual Small Agency Conference, Waco, TX 2007

*Growing From Scratch.* Presented at the 109th Annual Conference and Trade Show, Independent Insurance Agents of Texas, Houston, TX, 2006

*Six Ways to Guarantee Attention-Grabbing Proposals.* Presented at the 109th Annual Conference and Trade Show, Independent Insurance Agents of Texas, Houston, TX, 2006

*Checking Your Agency's Health.* Presented at the 43rd Joe Vincent Management Seminar, Austin, TX, 2006

*Principles of Strategic Agency Planning.* Presented at the 2006 Texas Association of Mutual Insurance Companies Conference, Round Rock, TX, 2006

*Principles of Strategic Agency Planning.* Presented at the 2005 Hochheim Prairie Agents Conference, San Antonio, TX, 2005

*Hiring, Orientation and Training Strategies: Become an Employer of Choice.* Presented at the 42nd Joe Vincent Management Seminar, Austin, TX, 2005

## **RESEARCH:**

Commissioned and assisted in study concerning relational intelligence in insurance agencies led by Dr. Janet Parish with the Mays Business School, Texas A&M University