



**Benefit Solution
Advisors, LLC**

Mike Ryan Partner/Educator
Certified Federal Benefit Specialist since 1997
Nick Norton Partner/Educator
Certified Federal Benefit Specialist since 1997

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Mike Ryan, B.S.A.
Benefit Solution Advisors LLC.
Instructor/Partner/Insurance Broker
Benefits and Retirement Advocate

In 1989, Mike began his career working with Federal Employees after spending over two years with The Mass Mutual Agency in Denver, Colorado, focusing his practice on Disability and Life Insurance needs in addition to Estate and Pre-Retirement Pension Planning.

After several years of providing pre-retirement seminars to DOD, and other Federal Agencies and Associations, Mike earned a designation of *Certified Federal Benefits Specialist*. Mike, his wife, Jill, and two daughters, Addie and Emma, then moved to Edmond, Oklahoma, where Mike began traveling and educating Government Agencies across the Southwest with his current business partner, Nick Norton, to include BOP, Homeland Security, Border Patrol, and Customs. By 2002, Mike and Nick agreed to assist the AFGE Union members (Federal Employees) with benefit planning needs in OK, TX, NM, CO, MO, AZ and CA. By 2004, Mike was recruited by A .J. Gallagher Benefit Services (4th largest Broker in the world) to travel the U.S. and provide mid-career and core Federal benefit workshops and seminars exclusively for the U.S. Courts, D.O.J., D.H.S., Treasury, and the V.A., among others. He also taught Risk Management, Disability, and other specific programs built to supplement the Federal Employee's shortfalls.

By 2006, Mike Ryan and Nick Norton decided to build a team of risk management individuals who work primarily through professional associations and Unions. Their approach is holistic when it comes to meeting their client's needs. This methodology is the only way to accurately measure and verify mathematically that potential recommendations will succeed under a guaranteed basis. B.S.A. provides education first, followed by a consultation process that measures all of one's risks, benefits, expenses, and goals. After evaluating the facts, strategies and solutions can be offered and employed to guarantee protection, security, and a more successful financial future.

B.S.A. has now provided educational services and benefit analyses across much of the U.S., in addition to coaching over 12,000 Federal employees to a much more secure and satisfying retirement. Mike continues his professional practice with the Mass Mutual Insurance Company, in addition to other Insurance carriers. Our team of advocates is paramount for those who choose to use our services.

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