



Tina Youngblood, Ph.D., CPA



Tina Youngblood joined Apex Business Advisors after more than 20 years' experience running businesses and engaging in M&A activity on both the buy side and sell side.

Most recently, she served as Chief Enterprise Officer of TechAccel, LLC, a science innovation company headquartered in Overland Park, KS. She was responsible for all aspects of the business not related to science advancement. Before joining TechAccel, she served as CEO of Pathfinder Health Innovations, a software development company. She was hired to replace the founder and CEO and conduct a financial and cultural turnaround. Achieving the turnaround in less than eight months, she was tasked with finding a buyer for the business. She completed the sale in 2019 to a private equity firm and stayed on as a business unit head until she left in 2021.

Prior to Pathfinder, Tina served as CEO of Spencer Re and Vice Chair of Spencer Capital Holdings as well as Audit Committee Chair. In her tenure at Spencer, she managed the due diligence for the largest acquisition in the company's history, managing all aspects of the deal, including being the liaison between the sellers, investment bankers, attorneys and the lending syndicate. She recalls that experience fondly when she recounts the 1,179 page credit agreement which required her initials on each page.

From 2002 – 2012, she served in various senior management roles at Zurich Insurance Group, including serving as President of Programs and Direct Markets, the largest business unit in North America. This \$4 billion business unit included niche programs (e.g., Crop Insurance, Ambulance and other transportation programs, Sovereign Nations, Golf Courses, etc.), the Captives businesses and the franchised auto dealer unit.

When she joined Zurich in 2002 at the global headquarters in Switzerland, Tina was part of a new management team charged with the global insurer's turnaround and was deeply engaged in a range of strategic, change management and operational initiatives that lead to the company's successful recovery. In 2005, she returned to the US as Chief Administrative Officer (CAO) for Zurich North America, responsible for Governance, Strategy, Risk Management, Internal Audit, Procurement, HR and Communications. She redesigned and implemented the governance model for the North America Commercial businesses to foster greater collaboration among the risk management, audit and compliance functions. As part of an operational efficiency program in the US, Tina co-led an effort with her colleague in Farmers Management Services to identify over \$300 million in savings, which led to the formation of a US Shared Services unit.

In addition, she championed a Women in Leadership mentoring program, directing the efforts and serving as a mentor both within the program and informally to several women within Zurich.



The program is recognized within Zurich for its significant successes – including 100 percent retention of those who were mentored. She also served as an informal mentor to several high potential young leaders.

In March 2010, she was appointed the leader of the Direct Markets unit, headquartered in Overland Park, Kansas. Formerly known as Universal Underwriters Group, this unit founded in 1922 is the oldest and largest underwriter of franchised auto dealers in the United States. During her tenure as head of the Direct Markets unit, she changed the distribution strategy for the Aftermarket segment (those businesses that are not auto dealers, e.g., collision repair shops) that resulted in the transfer of \$150 million of premium and 170 employees to a Program Administrator, which is a first in the industry. Although a transformational event, there was virtually no turnover in the employees that were transferred, and retention of the business is higher than when it was part of the Zurich organization.

She was recognized by Business Insurance as a Woman to Watch in 2011 and is a member of the Kansas City Business Journal's Women Who Mean Business class of 2016.

Before joining the Zurich organization, Tina was chief of staff for the Global Partner Affairs leader at PricewaterhouseCoopers, based in New York. From 1992 to 1999, she was a professor in the Department of Accountancy at Miami University, achieving tenure in 1998. She earned a bachelor's degree in accounting and a master's in business administration from Tennessee Tech University and a Ph.D. in accounting from the University of Tennessee.