

PLUS EMERGING LEADER AWARD

Nominee Details:

Name: Charlie Hines

Job Title: Assistant Vice President

Company: NFP, an Aon Company

LinkedIn profile: <https://www.linkedin.com/in/charlie-e-hines/>

From the Nominator:

How long have you known the nominee? And in what capacity?

I have known Charlie since 2023, initially working alongside him as colleagues Thompson Flanagan/NFP. Since I left to join the underwriting side, we have continued to work closely together, with me serving as an underwriter and Charlie as a broker.

Describe ways in which the nominee has demonstrated a commitment to the industry via activities in their company, involvement with professional organizations such as PLUS, or other extracurricular activities related to PL.

Charlie has demonstrated a consistent and genuine commitment to the professional liability industry through both his involvement with PLUS and his dedication to developing the next generation of brokers. He currently serves as Co Chair of the PLUS Midwest Chapter for the 2026 to 2027 term, where he works closely with PLUS leadership on event planning, budgeting, marketing, and member engagement. His involvement goes well beyond holding a title. Charlie has been instrumental in encouraging colleagues, including myself, to become more involved with PLUS and attend events, helping strengthen the Midwest professional liability community. Charlie also invests significant time in developing young professionals within his organization. He leads the internship program and makes a point of personally spending time with interns to help them understand the LPL product, underwriting and brokerage processes, and the broader professional liability marketplace. He also connects them with underwriters and other industry professionals so they can develop a well rounded understanding of the industry. Beyond PLUS and his company, Charlie remains highly engaged with the professional liability community through nationwide plaintiff bar associations and conferences. He uses these opportunities not simply to build relationships, but to better understand the challenges facing law firms and advocate for appropriate professional liability coverage. His continued investment of time, energy, and knowledge demonstrates that his commitment to the industry extends well beyond his day to day responsibilities.

How has this person already uniquely contributed to the PL industry?

Charlie has uniquely contributed to the professional liability industry by serving as a connector between law firms, brokers, underwriters, and other professionals. He has an exceptional ability to bring people together, build relationships, and create an environment where all parties can work toward better solutions. As an LPL broker, Charlie combines a deep understanding of coverage with a genuine focus on finding solutions that work for his clients. He is not simply focused on obtaining a competitive price. He works to understand the risks facing law firms and identify coverage solutions that provide meaningful value while remaining financially responsible. I have personally seen him revamp processes and programs that made the renewal process more efficient, improving the experience for both clients and underwriters while maintaining a strong focus on quality. Charlie is also constantly looking for ways to improve the industry. He regularly meets with underwriters and other market

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participants to strengthen relationships, exchange ideas, and better understand how the marketplace can serve law firms. His ability to approach these relationships with respect, transparency, and a genuine desire to find better solutions has made him a trusted advisor to his clients and a valued partner to the underwriting community. What makes Charlie particularly unique is that he does all of this while maintaining an incredibly positive and approachable attitude. He is someone people want to work with, learn from, and turn to for help. His impact is felt not only through the business he places, but through the relationships and connections he creates throughout the professional liability community.

Why do you consider this person to be an emerging leader in the PL industry?

I consider Charlie an emerging leader because he consistently demonstrates the qualities that I believe define true leadership in the professional liability industry: integrity, persistence, humility, and a genuine willingness to help others succeed. I have known Charlie since 2023, first as a colleague and now as an industry partner, with me working on the underwriting side and Charlie on the brokerage side. That perspective has allowed me to see his character in different settings. One experience that particularly stands out was traveling with Charlie to Vermont for broker meetings and a conference. It was during that trip that I gained an even greater appreciation for the person he is. Charlie consistently did the right thing, treated everyone with respect, and remained focused on doing what was best for his clients. There were no shortcuts. He approached everything with hard work, preparation, and dedication. Charlie also leads by example. Whether he is mentoring interns, training colleagues, encouraging professionals to become involved with PLUS, or taking the time to meet with underwriters and strengthen industry relationships, he is constantly investing in others. His influence is evident in the number of people he has encouraged to become more engaged in the professional liability community. There is a reason I genuinely believe that if you do not know Charlie, you do not fully know the PLUS community. He brings people together, makes others feel welcome, and has an infectious attitude that encourages people to participate. More importantly, he has the knowledge, work ethic, and determination to turn that influence into meaningful results. Charlie is not waiting for the opportunity to lead. He is already doing it. He leads by example, brings others with him, and leaves the industry stronger than he found it. That is leadership.

Nominator's Details:

Name: Nick Szimon

Job Title: Assistant Vice President

Company: Swiss Re

From the Nominator:

How long have you known the nominee? And in what capacity?

I have known Charlie for six years. He joined Thompson Flanagan as an intern in 2020, and after graduating from college, he returned to the firm as a full-time employee. We worked closely together from 2021 to 2025 while at Thompson Flanagan, which is now NFP. In 2025, I transitioned to the underwriting side of the business, and we have continued working together by partnering on the placement of Lawyers Professional Liability business. Throughout the years, I have had the opportunity to see Charlie's professionalism, expertise, and dedication firsthand.

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Describe ways in which the nominee has demonstrated a commitment to the industry via activities in their company, involvement with professional organizations such as PLUS, or other extracurricular activities related to PL.

Charlie has been highly involved with PLUS and currently serves as the Chapter Chair of the Midwest Chapter. He is a networking expert who is always looking for opportunities to connect people and is one of the most genuine individuals I have ever met. In his role at NFP, he is consistently willing to help others across all sides of the industry and actively creates opportunities for professionals to build relationships, whether through networking events, educational programs, or other collaborative initiatives. Charlie is truly a connector in every sense of the word, and he brings passion, energy, and dedication to everything he does. What sets Charlie apart is his ability to build meaningful relationships and foster connections that benefit both individuals and organizations. He is deeply committed to helping others succeed and is always looking for ways to strengthen the professional community around him. His authenticity, enthusiasm, and willingness to invest in others make him an invaluable colleague and leader.

How has this person already uniquely contributed to the PL industry?

Charlie has uniquely contributed to the professional liability industry by recognizing that its greatest asset is its people. While many professionals focus solely on transactions and business outcomes, Charlie has dedicated himself to building a stronger, more connected professional community. As Chair of the Midwest PLUS Chapter, he has worked to create engaging events that not only bring industry professionals together but also generate meaningful support for Future PLUS and the next generation of leaders. His ability to make networking feel genuine, welcoming, and fun has helped strengthen relationships across the industry.

Why do you consider this person to be an emerging leader in the PL industry?

What sets Charlie apart is his genuine desire to bring people together. He has a unique ability to connect individuals across organizations and disciplines, fostering relationships that benefit both the professionals involved and the broader PL community. He leads with authenticity, enthusiasm, and a collaborative mindset, earning the respect and trust of his peers. Charlie is not only contributing to the industry today but is actively helping shape its future, which is why I believe he is an outstanding emerging leader in the PL industry.

Nominator's Details:

Name: Brett Benz

Job Title: Senior Underwriter

Company: ATRI Insurance Services, LLC