



**Contact:** Elliot N. Dinkin  
President/CEO  
Cowden Associates, Inc.  
412.394.9997

**FOR IMMEDIATE RELEASE**

**Cowden Associates, Inc. Hires Top Talent for Health and Benefits, Compensation, and Retirement/ Actuarial Practices**

PITTSBURGH, August 1, 2019 — Pittsburgh-based Cowden Associates, Inc. (Cowden), the leading independent actuarial, compensation, and employee benefits consulting firm in the tristate region, has hired Christopher Magulick, consultant for health and benefits, Chelsea Mikolajcik, consultant for compensation, and Edward Kessler, analyst for retirement and actuarial practices.



Christopher S.  
Magulick

Chris joined Cowden in April 2019 as a consultant in the Health & Benefits practice. Chris' 15-plus years of experience includes a variety of roles in the benefits industry including financial consulting for brokerage firms and an underwriting background within domestic and international markets. In his role, Chris' primary responsibilities include advising clients on all aspects of their health and welfare plans, as well as assisting with the underwriting and financial analysis for their plans. Chris is a graduate of Miami University with a Bachelor of Science in Economics and maintains a Pennsylvania Life and Accident License.



Chelsea  
Mikolajcik

Chelsea joined Cowden in July 2019 as a consultant in the compensation practice. Chelsea has spent her career leading C-suite discussions on strategic and tactical initiatives that drive profitability, business growth, and workforce productivity. She has extensive experience working with mid-market and large clients to design and implement sustainable HR solutions that address complex business problems. Chelsea will consult clients on their executive and corporate compensation plans to meet key business objectives. Chelsea holds a Master of Science in Health Policy and Management from Carnegie Mellon University and a Bachelor of Science in Business Management from Bucknell University.



Edward A.  
Kessler

Ed joined Cowden's retirement/actuarial practice as an analyst. A Pennsylvania State University graduate, Ed has passed several actuarial exams while pursuing his dream of becoming an actuary. Ed's certificates in project management and scheduling will be an asset as he provides actuarial analysis to support retirement services for a wide range of clients.

"Having the right people in the right positions enables Cowden to continue to offer our clients the services and expertise they've come to expect," says President/CEO Elliot Dinkin. "Furthermore, enhancing our expertise in the health and benefits, compensation, and retirement practices by hiring these exceptional professionals, compliments our corporate philosophy of always being forward thinking, meeting the ever-changing needs of our clients, and assisting them in achieving their business goals and objectives."

**About Cowden Associates, Inc.**

Cowden Associates, Inc. is a Pittsburgh-based consulting and actuarial firm with a dedicated team of professionals with extensive experience in benefits, retirement programs, compensation, employee communications, benefits enrollment, actuarial and technology services. Using a total compensation based approach, Cowden provides a full range of consulting services, helping clients establish and maintain high quality compensation and benefit programs, and aligning organizations' business strategies and objectives.